

## Energy policy decisions 'must not be delayed'

Decisions on a long-term energy policy for Britain were needed urgently, Sir Derek Ezra, chief board chairman, said yesterday. Moves by President Carter, who is expected to ask Congress to raise the petrol tax from 4 cents to 5 cents a gallon this year, made it imperative to set the policy firmly on indigenous fuels, particularly coal.

## Mr Carter to ask for 5 cent petrol rise

By Peter Hill  
Industrial Correspondent

Calls for the Government to speed decisions on a long-term energy policy were made yesterday by Sir Derek Ezra, chairman of the National Coal Board. Speaking on the eve of President Carter's energy policy announcement, due today, he said at the board had prepared its plan for 1977 to ensure that Britain had the coal-making capacity at its disposal until the end of the century and beyond. By the turn of the century, he said, it would want two thirds of the country's plant to be new or built.

"We shall need to invest between £350m and £400m every year between now and the end of the century," he said. "For these reasons decisions on energy strategy for Britain must not be delayed."

Sir Derek, who was speaking at the Fuel Locomotion Club in London, said that President Carter's statement today on the need for urgent energy conservation in the United States, coupled with his decision to restrict the reprocessing of clear fuels, was further evidence that energy supplies would remain a matter for international concern.

The lesson for Britain was that the country had to get its act together by adopting a long-term energy strategy based on indigenous fuels, principally coal. Consumption of proved reserves of oil and natural gas throughout the world would be in its peak before the end of the century.

Recent studies by the Organisation for Economic Co-operation and Development had

emphasized the gravity of the situation, he said. The nation's offshore oil and gas reserves were important in the short term, but given their limited life, it was necessary that there should be a sensible policy to limit the rate of their depletion.

It was of importance that leading oil industry executives were attacking great significance to coal as a complement to oil, and not competitive fuel. Britain had sufficient coal reserves to last at least 300 years at present rates of mining.

The preservation of a large, efficient coal industry will not only give Britain the chance to use its valuable but limited oil and natural gas reserves to the maximum benefit, but will also safeguard the longer-term position, he said.

Decisions had to be taken soon because of the time it took for energy investment to have its effect.

Support for an energy conservation programme along American lines was urged yesterday by Professor Ian Fells, Professor of Energy Conservation at Newcastle University. Britain needed tougher conservation laws to reduce the country's energy consumption, he said.

Fred Emery writes from Washington: Mr Carter is expected to ask Congress today for authority to raise the tax on petrol by five cents a gallon from the present four cents.

If petrol consumption does not decline, he will want further annual increases to bring the tax to 30 cents. At present regular grade petrol costs 55 to 70 cents a US gallon. The US gallon is a fifth smaller than the imperial gallon.

Carter tax plan, page 6  
Strasbourg debate, page 8

## Criminal or disciplinary proceedings urged against members of security forces in Ulster Irish demand for British action at torture case hearing

From Christopher Walker  
Strasbourg

Mr Declan Costello, the Irish Attorney General, yesterday urged the British Government to institute criminal or disciplinary proceedings against members of the security forces involved in the introduction of internment more than five years ago.

Although no names have been mentioned publicly, several of those who would be affected are known to be still involved in combating terrorism in Northern Ireland. They include senior officers in the Royal Ulster Constabulary.

Mr Costello's demand was made to 17 international judges in the European Court of Human Rights at the outset of the final round of the bitterly contested case between the Irish and British governments over alleged torture in Ulster.

In his submission, which took up all of the first day of the hearing, Mr Costello argued that the court had the power to order the British Government to take action against the men "as appropriate under the relevant criminal law or relevant disciplinary code".

The Irish government's attempt to force Britain's hand covers both soldiers and police

men involved in administering the five sensory deprivation techniques and others responsible for a large number of alleged incidents of brutality at different interrogation centres throughout Northern Ireland.

The move was first raised in a letter to the court earlier this year, but yesterday, for the first time, Mr Costello set out his reasons for believing that the court has the power to make the necessary orders.

His assistance is certain further to aggravate ill feeling between the two governments over the case.

"In the applicant government's submission," he said,

"this court has full competence not merely to find that violations of the convention occurred, but also to require that a respondent government take such measures as the court considers are required by its decision for the purpose of securing the aims of the convention."

The case is the first between two governments to come before the court in its 18-year history and there is uncertainty about the extent of its power to enforce sanctions on member countries of the Council of Europe. But Mr Costello argued that any orders made against Britain could be supervised by

the council's committee of ministers. British sources have emphasized that attempts to force action against members of the security forces will be strongly contested before the court this week. During the secret sessions of evidence heard by the European Commission on Human Rights, witnesses from the security forces, who were identified only by code names, did not admit responsibility for any individual acts of brutality.

Mr Costello also urged the judges to expand the original verdict of the commission and to find Britain guilty of

Continued on page 2, col 8

## Ban lifted on reports about pop singers

By a Staff Reporter

At a special sitting of the Court of Appeal last night, Lord Denning, Master of the Rolls, Lord Justice Lawton and Lord Justice Bridge lifted an injunction granted earlier in the day which would have prevented publication of further instalments in a series in the *Daily Mirror* on the private lives of pop singers.

The artists affected are Mr Tom Jones, Mr Engelbert Humperdinck, Mr Gilbert O'Sullivan and Mr G. W. Mills, a musical agent. The author of the articles, Mr Christopher Hutchins, formerly served the four men as their press agent.

Lord Denning said: "If people of this kind seek publicity which is to their advantage, it seems to me that they cannot complain if a servant or employee of theirs is persuaded that there is another side to their image which it is in the public interest should be made known. If the information published was untrue the men could bring an action for damages."

Earlier Mr Justice Slynn at a private hearing granted the singers and their manager an injunction restraining the *Daily Mirror* and Mr Hutchins from making use of confidential information about their private lives.

Two episodes in the week-long series had already appeared in the *Daily Mirror*. Under the heading "Tom Jones Superstud", a number of Mr Jones's former lovers were named, including the American singers Miss Mary Wilson and Miss Nancy Wilson, the American model Miss Joyce Ingalls, and the former Miss World, Miss Marjorie Wallace. His professional and personal rivalry with Mr Humperdinck was also chronicled. Details of Mr Humperdinck's alleged hypochondria were listed, pill by pill.



Bernard Sindall's "Seated Woman" being moved for the Royal Academy exhibition on May 21.

## Whitehall draws up new timetable for Rhodesian independence

By David Spanier  
Diplomatic Correspondent

A new timetable for Rhodesian independence is now being examined in Whitehall. Under the heading "Rhodesian independence", the Government believes that Rhodesia could become independent as the new state of Zimbabwe by the spring or summer of next year.

The first step will be to hold consultations with all the parties concerned with the proposed constitutional conference. This process is likely to begin in June or July.

The Rev Nabaningi Sithole, leader of the African National Council group, told Dr Owen, the Foreign Secretary, yesterday that he was ready to attend a constitutional conference. At a meeting in the Foreign Office Dr Owen said that although he had no doubt that the Africans' armed struggle would succeed in the end, it could do so only at enormous cost to life and property.

While none of the parties involved apart from Mr Sithole have yet signalled their willingness to take part in the conference, no one has refused. The point of the coming consultations will be to test their readiness, and particularly the commitment of Mr Sithole.

Assuming that these soundings were successful, legislation would be introduced in Westminster, to prepare for the conference and eventual independence for Rhodesia, before the end of this year. The final stage would be elections in Rhodesia, probably early in 1978, depending on how long it takes to make the necessary arrangements.

Dr Owen had a meeting with the United States Charge d'Affaires, Mr Ron Spies, yesterday to discuss the timetable and the next stage. One point that has already emerged is that the proposed constitutional conference would not be held in Geneva, which after the last failure has an unsuccessful aura about it.

As Salisbury would no doubt be unacceptable to the Africans, and Mr Smith can hardly come to London, it is likely that some other venue in Africa would be favoured.

While the British offer to "hold the ring" in an interim government in Salisbury, before independence, still stands, the new timetable implies an entirely different set-up. The period between the constitutional conference ending and the elections being held would be as short as possible. Consequently only some kind of holding operation—still to be discussed in principle—would be required.

Dr Owen left a senior official, Mr Denis Gannon, in Lusaka after his brief meeting with President Neto in Angola. Mr Gannon's task will be to report on the African presidents' discussions, and possibly to pay a visit to the British mercenaries in jail.

British hopes of opening an embassy in Lusaka have been raised after the meeting with President Neto. Up to now the Italians have been looking after British interests.



Mr Sithole: Ready to take part in conference.

another conference aimed at a Rhodesian settlement is almost certain to come about within the next few months.

Although his safari was halted by all MPs (with the exception of Mr Enoch Powell) as a notable success, it was difficult to get any important differences from the inter-ministerial initiatives dating back to the early Wilsonian era, which would give greater hope of a satisfactory outcome.

Mr John Davies, from the Tory front bench, congratulated the Foreign Secretary with words more suited to a final, bloodless and successful end to the Rhodesian saga, rather than merely the announcement of a possible conference aiming at a doubtful settlement.

For the Conservatives, the proposals that Dr Owen should himself chair the parts of the proposed conference having a political content and that the United States should attend in its own right, were enough to gain their support.

The Foreign Secretary revealed little of the terms for the next conference, and even less about any assurances he may or may not have had from any of the African presidents and leaders or from Mr Smith.

He said an international development fund with the United States as a main contributor to help the country make clear to him that they would continue to support the armed struggle until they were convinced that majority rule was a reality. But they supported the present strategy as giving some hope of a peaceful transition.

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Missionaries helped guerrillas, page 6  
Parliamentary report, page 8

## Sir Eric may owe further '5-figure' sum

By John Brennan

At least a further "five figure" sum could be owed by Sir Eric Miller to Peachey Property Corporation, which on Monday revealed that Sir Eric had repaid personal debts of over £237,000 to the group.

The accounts also showed Peachey's auditors (Price Waterhouse) investigating whether a further £282,000 was properly incurred on the business of the group.

Lord Mais, who took over as chairman from Sir Eric, said yesterday: "He has been notified that there are further sums due for what has been drawn this year, and there will be some further ones. We are not finished yet."

Sir Eric, who stepped down as Peachey's chairman and managing director three weeks ago, has since made it clear that he will fight to stay as a director despite the opposition of his fellow board members.

His refusal to resign and his statement on Monday saying that he saw "no reason... to justify the request by other directors" for his resignation has angered Lord Mais, who said yesterday: "I cannot un-

## Dog ceasing to be the Briton's best friend

From Our Correspondent  
Geneva, April 19

A "rising tide of hostility" to dogs in Britain is noted in a report by the World Federation for the Protection of Animals, based in Zurich.

It said this is because of objections to their fouling public places and "the growing fear of rabies and danger of transmission of other diseases".

The report cited Britain, France, West Germany and Holland as examples of countries with serious difficulties because of excessive and uncontrolled populations of dogs and cats.

It put the estimated dog population of Britain at about six million, including 400,000 homeless ones. Of the estimated 2,740,000 born each year fewer than 50 per cent found homes.

"The remainder will die due to lack of food, disease or traffic accidents, or they will be put down," the report added. In 1974, about 870,000 puppies were destroyed.

The extent of such massive killing was kept as secret as possible but people were hesitant to turn over a dog to organizations where they stood only a 50 per cent chance of surviving and the animals were allowed to run loose instead.

The report said the killing rate was now declining. The Royal Society for the Prevention of Cruelty to Animals had put down only 163,000 in 1975, less than half the annual average a few years earlier.

The federation sees the spraying of bitches as one solution to over-population, with a reduced likelihood of a possible incentive to owners.

It mentions that in Russia the shooting of stray dogs in the streets is customary, especially with rabies widespread.

## Away-match an on Chelsea fans

By Martin Huckerby

Because of the havoc caused by the Chelsea fans on Monday at the stadium, supporters of Chelsea will be refused terrace tickets away games in future, it was announced yesterday.

Mr Howell, minister responsible for sport, made the decision after discussions with the Football Association and the Football League. He took into consideration the violence at Luton during Chelsea's earlier this season, the restriction placed on Manchester United supporters a fortnight ago, when Chelsea visit Walsingham Wanderers, one of its promoted rivals.

In future, all terrace tickets Chelsea's away games will be available only to supporters who have been on the day of a

## Acas meeting leads to Heathrow initiative

By Tim Jones  
Labour Reporter

Another attempt will be made today to pave the way for a settlement to the five-week unofficial dispute involving engineering workers at Heathrow which has cost British Airways more than £35m and halted many services.

The initiative came after a five-hour meeting at the offices of the Advisory Conciliation and Arbitration Service (Acas) and was the first time the five shop stewards leading the action have taken part in formal talks.

As a result of the talks, shop stewards representing other Heathrow workers are to meet to decide whether they can agree a joint claim on shift pay with the engineering workers.

During yesterday's meeting, it emerged that the main area of disagreement was a joint formula for claims over shift payments.

The proposals for a joint approach by all the unions on better shift payments will be discussed today at a joint meeting of British Airways' Overseas and European divisions and

the Joint Shop Stewards' Committee.

After the meeting Mr George Guy, chairman of British Airways engineering and maintenance negotiating panel, said: "There was a slight shift on the part of the five engineering shop stewards, but there is still quite a long way to go regarding a joint approach."

Mr James Mortimer, chairman of Acas, said: "We understand each other's position now better than we did before the meeting."

Mr Reginald Birch, national executive officer of the Amalgamated Union of Engineering Workers, said: "People have come closer."

Meanwhile, British Airways operated most of its long distance flights from Heathrow and more than three fifths of its European services.

A further sign that the Heathrow engineering workers are becoming isolated came when their colleagues at Manchester voted to return to work yesterday after being on strike for a week. The decision means that the airline can operate all its flights from Manchester to Europe today.

## 'Water grid' proposal opposed in report

A report by the National Water Council on last year's drought rejects the idea of a national "water grid". It says future droughts should be tackled by flexible deployment of resources and development where necessary of new ones. Regional water authorities are well organized for that task, the report concludes.

Page 5

## Home loans call

Mr Callaghan called on building societies to make a further reduction in mortgage interest rates as soon as possible. He was responding to the Commons to mounting pressure from MPs. Lenders' members complained that last week's 1 per cent reduction was not enough.

Washington: Mr Roy Jenkins, President of the European Commission, backs American stand against further reduction after talks with President Carter.

Page 6

Pakistan: Mr Bhutto hands out more pay to troops and officials in effort to contain disorders.

Page 2

## 'No dictation' over pay policy by Government

The Government is not seeking to dictate arrangements for pay after July, when the present restrictions expire, Mr Millan, Secretary of State for Scotland, told the House of Commons. He wanted to discuss with the TUC what could be done to find a mutually acceptable way forward. In spite of the Minister's speech, the STUC is expected to support a call for ending incomes policy.

## MPs in lunch protest

Two British MPs at the European Parliament in Strasbourg are urging a boycott of the new Parliament building in protest at poor facilities. After some MPs had queued for an hour without getting lunch, Mrs Elaine Keller-Bowman, supported by Mr William Hamilton, suggested sitting in Luxembourg.

Page 6

## Protest by 'loyalists'

More than a thousand "loyalists" protested outside Parliament last night in support of members of a vigilante group facing prosecution over the setting up of checkpoints. Speakers led by the Rev Ian Paisley told of a "long, hard road" that would end at the doors of a reopened Stormont.

Page 2

## Navy in a storm over Mr Biggs, their party guest

Presence of Ronald Biggs, the escaped Train Robber, at a Royal Navy party in Rio de Janeiro, and the fact that he was a guest of the party, has embarrassed the Navy, which is investigating the incident. Two MPs will question the Secretary about Navy hospitality.

Page 6

## licitors' opposition

Law Society, which represents solicitors, is opposed to the creation of a services commission. In evidence to Royal Commission on Legal Services, it said that such a body would lead to costly bureaucracy and undesirable entrenchment of power.

Page 4

## buff to Kenya

Kenya has announced that it is tightening the closure of its border with Uganda. Relations between the two countries have deteriorated with the virtual collapse of East African Community.

Page 7

## "I'd planned to have enough. But these days I have to have some help."

When you've once known a reasonable standard, what can you do when you can scarcely pay the rent? Let alone have enough over for heat, clothes, light and food?

You can turn to the Distressed Gentlefolk's Aid Association.

To begin with, the DGAA will understand. Although they have 10 Residential and Nursing Homes, they know that people want to stay in their own homes for as long as they can cope. Keeping their friends and the roots they have put down over the years.

So, the DGAA helps with allowances. They send clothes parcels. They remember Birthdays and Christmases. They help with a little extra when a crisis strikes a tiny budget.

Please help the DGAA with a donation. And please, do remember the DGAA when making out your Will.

Distressed Gentlefolk's Aid Association

Vicarage Gate House, Vicarage Gate, Kensington, London W8 4AQ

"Help them grow old with dignity"



## HOME NEWS

# Government 'not seeking to dictate arrangements for pay after July', minister assures unions

From Paul Routledge  
Labour Editor  
Rothsaying

Giving an insight into Cabinet thinking on incomes policy, Mr. Millan, Secretary of State for Scotland, said yesterday that the Government will not seek to dictate the level of pay rises when the present wage curbs expire in July.

Speaking during a debate on economic policy at the Scottish TUC at Rothsay, he said: "In considering what pay arrangements might follow present agreements we must remember the wider context of the social contract with the TUC to which the Government are pledged."

"The 25 policy and the current 5 per cent policy were suggested by the TUC and endorsed by the Government. In the same way, the Government are not seeking to dictate arrangements for pay after July."

"We want to discuss with the TUC what can be done in the present situation to find a mutually acceptable way for-

ward in the best interests of trade union members and of the country generally."

Despite the minister's soothing words on wage restraint, the Scottish TUC is almost certain to back a resolution on the militant miners' demands for an end to incomes policy today.

After the surprise defection of the Transport and General Workers' Union to the miners' camp, it seems likely that the local government workers will abstain, leaving other unions isolated in the STUC general council's recommendation to support the miners.

Mr. Millan apologized for intervening in the delicate area of wage restraint due for debate this morning, but told delegates: "Following the economic measures we have introduced last year and this, we are now on the point of being able to reap the benefits in the form of more competitive prices in overseas markets, provided it is not all shown away in a general free-for-all."

In a speech clearly designed to win greater backing for the social contract, he said: "In the months between the Government and the TUC we must face the realities of the economic situation. But, of course, the Government accept that we must also take account of the realities as they present themselves to pay negotiators after the past two years."

Shortly after the minister spoke the conference approved a resolution deeply critical of the Government's economic policy.

The STUC view is that Britain's difficulties are in large part a consequence of serious underemployment in the British economy. "We hold that neither the effect of wage rises on inflation, nor the steady rise in public expenditure, are major root causes of Britain's economic problems. The central problem has been a failure of private industry to invest in British industry."

## Tory leaders dwell on pay restraint difficulties

By Our Political Staff

Conservative leaders have begun to concentrate on the Government's difficulties in establishing agreement with the trade unions on a third year of pay restraint.

Lord Thorneycroft, the party chairman, said last night in Grimsby that Mr. Jack Jones had made plain that the Government's claim to office, that it was the sole authority capable of maintaining the present form of incomes policy, "must be at best of a transitory character."

Sir Geoffrey Howe, QC, shadow Chancellor of the Exchequer, said in Eastbourne that "from Mr. Jones's latest speech it seems that the architect of the social contract himself now believes it to be at an end."

Lord Thorneycroft argued that his by-election audience that the Labour Government had run out of any effective authority to govern, and the Lib-Lab pact had associated the Liberal Party with the final stages of a political disaster. Increasingly, Liberals who were not associated with the left were turning to a broadly based Conservative Party determined to govern in the national interest.

He added: "The national interest will not be determined so much by economic theory or party dogma as by a common-sense recognition of the facts. We are going to move, whether we like it or not, from a world of tight controls over incomes, prices, and profits to a world of much greater freedom."

Mr. Jones, Lord Thorneycroft said, did well to emphasize that freedom could be good if it was matched by responsibility. Given that, he said, the Conservative Party would play a leading role.

What was needed was not new Acts of Parliament, it was for the Government to find a way of making the Conservative Party and for all men to find faith again in parliamentary government.

Sir Geoffrey Howe said that if the social contract was dead it was because it had destroyed itself. It had destroyed the faith in the Conservative Party, and the massive increase in public spending, borrowing and taxation which had collapsed the pound and stoked up prices.

It imposed the price and profit controls that had so farmed off the wealth and capital of British industry to invest for new employment.

Mr. Jones was right, he said, to give warning of the dangers of "confetti" money and to counsel moderation in wage claims. "But he is dangerous wrong if he believes, as he seems to, that the dangers can be headed off by a renewed increase in government spending and an even tighter squeeze on private industry."

That would only repeat the errors of the past and build up even worse difficulties of inflation and unemployment.

A deal patched up by a few ministers and trade union leaders was not enough. The need was for an understanding by everyone in Britain of the realities of the national situation, and for a new understanding of the need to restrain the interests of working people. Only a fresh Administration could hope to create that.

Such an understanding should include also the case for the private sector, lower public spending, more freedom and rewards for enterprise. That meant a government with the authority and courage to tell the people the truth.

## Man in the News: Mr Costello, architect of Irish social policy

### Political swan-song is crusade against British

From Christopher Walker

For Mr. Decian Costello, the deceptively mild-mannered Irish Attorney General, the long-running case against the British Government has become something of a personal crusade.

The last round of formal proceedings which opened yesterday in Strasbourg, is also destined to become the political swan-song for a man who has provided the impetus for pressing ahead in the face of bitter criticism from British authorities.

At the age of 50 Mr. Costello has announced his intention of leaving the Irish politics at the election due later this year. Inevitably the verdict from the 18 European judges will provide the finale to a career many Dubliners had expected to continue until Mr. Costello cumulated his father and became Prime Minister.

Mr. Costello's reasons for his premature retirement are personal and family ones, similar to those that persuaded him to withdraw from Parliament in 1969, before returning as



Mr. Costello: Designer of anti-terrorist laws.

Attorney General after the last election in March, 1973.

Since then he has played a central role in many of the coalition government's most controversial decisions in its continuing struggle against the Provisional IRA. Unlike his

British counterpart, the Irish Attorney General attends all Cabinet meetings, although until the appointment of Mr. Costello few had held such a role.

A serious political thinker, Mr. Costello is generally acknowledged as the architect of much of the present social and economic policy of the Fine Gael party. This was outlined during the 1960s in a voluminous collection of research documents under the title *Towards a Just Society*.

The move towards a welfare state that those harassed earned him considerable antagonism from party traditionalists, but also gave him a popular following in the country.

Although the decision to begin litigation against Britain was taken by his predecessor, Mr. Costello has pursued the case with a zeal that has some- times embarrassed colleagues conscious of its potential for damaging Anglo-Irish relations.

From the outset he has argued privately that formalized protection of human rights in Ulster is essential in the search for an eventual political solution.

Ironically for a man responsible for masterminding a case seen by the British as a ready-made IRA propaganda Mr. Costello has spent much of the last year defending the republic's new anti-terrorist laws.

He has also been at the centre of the continuing Anglo-Irish dispute over extradition, but is fiercely resistant to suggestions that Ireland's interpretation of its own Constitution is motivated by any ambiguity towards republican extremists.

Bedevilled by ill health, Mr. Costello is regarded by some observers as an above-average politician who has somehow failed to reach his full potential.

Others note his setting up a permanent Law Reform Commission and an independent Department of Public Prosecutions as the mark of a man who has had lasting influence on the Irish legal system. But the British will be remembered chiefly for his relentless pursuit of the European court first inter-state case to a bitter, and potentially damaging, end.

## Troubles for Labour over direct elections

By George Clark  
Political Correspondent

Mr. Callaghan again reacted angrily when some Labour backbenchers in the Commons yesterday showed their opposition to direct elections to the European Parliament.

With the Cabinet split on the issue Mr. Callaghan also has to face the prospect that, apart from the parliamentary private secretaries who are generally grouped with the "payroll vote", there will be a majority of Labour backbenchers against the Bill to authorize the elections, if and when it is brought in.

Mr. Foot, the Lord President of the Council, has already acknowledged that the Cabinet is divided, and that no decision will be taken until the Government has heard the views of MPs in the two-day debate which begins in the Commons today and is to be concluded on Monday.

Ever greater attention is being paid to the views of the Parliamentary Labour Party which meets this morning to continue the debate on the issue which began before the Easter recess.

Before the P.L.P. debate was adjourned last time, Mr. Callaghan told his critics: "We are in Europe to stay and it is high time we realized this. When is the party going to come to terms with reality?"

Yesterday in the Commons he was just as exasperated when Labour backbenchers interrupted his answer to a Conserva-

tive MP, Mr. Paul Channon (Southend, West). Opposition to direct elections in Britain was not confined to the Labour Party; there were also Conservative opponents, he said.

"I say to both groups, the country decided this issue at the referendum," said Mr. Callaghan, raising his voice to attract the attention of dissent coming from his own side of the house.

"Those who shout 'No' must look the facts in the face."

"Untrue!" shouted Mr. Mendelson (Feniton, Lab.).

"He does not make it untrue by shouting so," retorted Mr. Callaghan. "It is contained in the Treaty. All this will be debated tomorrow. We have said that we would introduce a Bill when we acceded to the Treaty and we will do so."

Mr. Callaghan will be at the P.L.P. meeting again today, ready to intervene if he thinks it necessary. He feels strongly that Britain should meet its commitment to the other EEC governments and get the legislation through in time for the elections to be held, as planned, in May or June next year.

The Commons debate will be on the motion for the adjournment, and no vote is expected.

Mrs. Thatcher and the Shadow Cabinet, while in favour of direct elections, are divided about the method to be used, but they will not take any decisions until the Government has produced its Bill.

Parliamentary report, page 8

## Nationwide day-care urged to fight low income

The Equal Opportunities Commission has called for the provision of a nationwide network of day-care facilities for children of school and pre-school age.

It is one of a range of measures in a report to the Royal Commission on the Distribution of Income and Wealth said to be needed to fight low income among women.

Other tasks it outlines are to encourage women into a wider range of jobs, including higher paid work, to make sure they have access to training facilities and to all fringe benefits, particularly occupational pension and sick pay.

schemes; and to put part-time paid conditions on a par with full-time work.

It also urges that the concept of women's dependency under the social security laws should be eliminated and women should be treated as equal to men in both contributions and benefits.

The system should be amended, it says, to allow either men or women, or both, to become the main economic providers for their families or dependants, with either allowed to draw benefits. Unemployed married women should have access to full unemployment benefits.

## Football supporters segregated

Continued from page 1

they continued to misbehave. Measures have to be taken to stop hooliganism, and I only hope this measure is effective."

Chelsea last night stopped supporters taking alcohol on to the special train going to Oldham and extra precautions were taken by the police in London, where Manchester United were playing Queen's Park Rangers. In the event, the United supporters seemed on their best behaviour possibly because of their team's 4-0 defeat. A few youths were escorted from the terrace by the police.

Busmen in west London had refused to carry United supporters. Ten routes through the area of the Queen's Park Rangers' ground were halted yesterday.

Mr. Martin Phillips, secretary of Queen's Park Rangers, said before the match no special precautions had been taken. Games against Manchester United had always been among their most peaceful fixtures.

He added that, as was their normal arrangement, the visiting supporters were segregated from the rest of the crowd.

Youth's pledge: A repentant Chelsea supporter arrested for hooliganism during the Chelsea v Nottingham Forest match on Saturday, said at Hovecourt Road Court, London, yesterday that he would stop going to matches.

Mr. Kenneth Harrington, the magistrate, who has said he would take a tough line against football hooligans, told him: "Perhaps the message is getting through, but hooliganism at football matches is ruining everyone else's fun."

Neil Halliday, aged 17, clerk of Cleveland Road, Surbiton, Surrey, who admitted threatening behaviour, was sentenced to 12 hours at an attendance centre on Saturday afternoon. Two other Chelsea supporters who also admitted threatening behaviour received similar sentences.

Leading article, page 17

Mr. Jones was right, he said, to give warning of the dangers of "confetti" money and to counsel moderation in wage claims. "But he is dangerous wrong if he believes, as he seems to, that the dangers can be headed off by a renewed increase in government spending and an even tighter squeeze on private industry."

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## Vandal watchmen

Glasgow City Council is to employ 58 uniformed estate guards with two-way radios to alert police to vandalism in the Pollok, Castlemilk, Balgarnie and Red Road areas.

## Man on burglary charge was a juror

Judge Joseph Dean yesterday described as a public scandal the fact that a man who was on bail awaiting trial on a burglary charge had been included in a jury to try a case at Canterbury Crown Court.

He discharged the jury and ordered a retrial.

Mr. Anthony Webb, for the prosecution, had told the court that although the man had nine convictions he was not disqualified from jury service because he had not been sentenced to detention or borstal, or served a sentence of at least three months within the last 10 years.

He was due to stand committed proceedings later in the month.

## Mr Paisley leads 'loyalist' protest in support of vigilante group

From Stewart Tendler  
Belfast

More than 1,000 "loyalists" gathered outside the courthouse at Portadown, Co. Armagh, yesterday to support members of a vigilante organisation facing prosecution and to hear promises of a militant campaign to end direct rule.

Most shops in the town closed for the demonstration, and speakers, led by the Rev. Ian Paisley, MP for Antrim, North, told of a long, hard road that would end at the doors of a re-opened Stormont parliament.

Hundreds of RUC officers were stationed in the town to police the demonstration, which was organised by the United Ulster Unionist Council in support of the Ulster Security Corps, but there was no trouble.

Yesterday five members of the organisation were due to appear before the magistrates' court charged with obstructing a road with a checkpoint. Another 30 members, including several former RUC reservists, may also be summoned.

The cases were adjourned. Mr. Paisley, leader of the United Ulster Unionist Movement, said that he and Mr. Paisley would be prosecuted because they had taken part in

patrols. "I want to challenge the powers-that-be to prosecute those who give the directives and not those who carry them out."

The action council said last week that it would use new and legal tactics. Yesterday Mr. Paisley, with perhaps the Ulster workers' strike of 1974 in mind, said the campaign would do the maximum harm to the enemies of Ulster.

"We must ensure that the IRA is destroyed for ever and those areas where they breed will have to be changed. There are areas in which the innocent, so-called, are not prepared to punish the guilty. That cannot be done. I would like you to think about those words and what they mean."

Mr. Paisley emphasized that the goal was a democratically elected parliament, giving civil and religious rights to all. The crowd, which had sung hymns outside the courthouse, marched behind Mr. Paisley and Mr. Baird for a short way into the centre of the town, where the demonstration ended.

Before the court appearance the Ulster Security Corps organized checkpoints round Portadown on Monday night. But the

police said they had lasted only a few minutes.

There were few other signs of support for the organisation, although a meeting of Craigavon borough council was adjourned for a time on Monday over a motion backing it.

The RUC was searching yesterday for the whereabouts of Mr. William Strathairn, aged 39, a Roman Catholic shopkeeper, who was shot twice in the head at Antrim, Co. Antrim, when he answered his door to a man who said he was seeking aspirin for a sick child. Mr. Strathairn was the father of seven children.

Visits: Relatives of the Provisional IRA prisoners on hunger strike in the Irish Republic over conditions at Portlaoise prison were told yesterday that they could visit them in the Curragh military camp without conditions being imposed.

The Irish government said in letters that it now considered the men to be seriously ill after their hunger protest. Last week the men only if they undertook to try to persuade them to give up the hunger strike.

The protest began with 20 participants.

## Demand for action at torture case hearing

Continued from page 1

breaches of the convention in 228 cases of alleged brutality and ill-treatment between 1970 and 1974.

Those cases are in addition to the 14 men subjected to the deprivation techniques and the further cases where the commission has already found that an administrative practice of ill-treatment took place at Palace Barracks, Milltown, in the autumn of 1974.

Mr. Costello maintained that sufficient evidence had been submitted on the additional incidents to permit the court to find against Britain. That claim was made although the commission in its original report reached its conclusion on the extra cases beyond noting that in some instances compensation had been paid to the men involved.

He said that beyond the 228 extra cases laid, thousands of other "complaints" had been lodged against the police and the Army in Northern Ireland between August 9, 1971, and the end of November, 1974. During that period, he said, 241 complaints had been now against the RUC, including 1,106 alleging assault and ill-treatment.

During the three years in question, there had also been 7,441 complaints against the Army in Northern Ireland. Damages paid by the British Government arising from ill-treatment claims had amounted to £300,000 by January 31, 1975.

Mr. Costello argued that the court should overthrow the original findings of the commission which had come down in favour of the British. The covered internment.

He implicitly for the British delegation the potential of a hearing for generating damaging international publicity had been increased by the constitutional session of the European Parliament, which opened its door to the courtroom yesterday.

Inside the crowded courtroom, used by the main European journalists covering the sitting, a large notice and was pinned on the wall inviting all correspondents to attend the hearing, which continues on Friday night.

## Dartmoor staff plan to escalate action

From Clive Borrell  
Dartmoor

Staff at Dartmoor Prison who have been refusing to carry out certain supervision duties during the last two weeks in protest against their living conditions, plan to escalate their industrial action.

On a day set to be announced the 150 prison officers will operate a system known as "security Manning only", which will result in the 500 inmates being locked in their cells for 23 hours a day. They will be able to leave their cells for 30 minutes of exercise in the morning and for a similar period in the afternoon.

"We do not like the prisoners to suffer in this way, especially as many have expressed sympathy with our complaints," Mr. David Bowen, secretary of the Dartmoor branch of the Prison Officers' Association, said last night.

The staff say that their quarters, which nestle in the shadow of the prison, are cold and damp and in many ways inferior to the conditions enjoyed by the prisoners.

Many have walls running with condensation and others are scarred with patches of black mould.

Mr. Bowen said: "We have estimated that it would cost about £600,000 to carry out major repairs and install central heating and double glazing. So far all the Prison Department has offered is £100,000 towards the cost."

The stand being taken by Dartmoor staff is gaining support from prison officers in many parts of the country. Those at Horfield prison, Bristol, decided yesterday to refuse to carry out supervision duties in the workshops in a protest over manning levels.

## Union instructs 200 journalists to stop work

From Christopher Thomas  
Labour Reporter  
Milebury

One of the longest disputes in the history of the National Union of Journalists is to be intensified by a series of one-day strikes and an instruction to 200 journalists to stop work after today.

That was decided yesterday at the union's conference in Milebury on the eve of a deadline at noon today issued to East Midlands journalists to say whether they wished to return to work.

The union excluded journalists who were reporting the conference yesterday from the debate on the issue.

The journalists interpreted

the deadline as a veiled threat of further action by the management of the East Midlands Allied Press, Kettering, Northamptonshire, but the company said it wanted "merely to arrange for a planned resumption of work."

The 20-week dispute began over a fringe benefits claim, but now centres on nine people who defected to the rival, non-TUC Institute of Journalists after the strike started. The industrial dispute has been settled, but the NUJ members are refusing to work alongside the IOJ men.

The management is standing by a peace formula reached after an unprecedented intervention by the TUC printing industries committee.

Sixty journalists employed at the Northamptonshire Evening

Telegraph, the weekly Rushden News, and the weekly Market Harborough Mail are refusing to work with the IOJ men, but there is an element of resistance for continued action.

There is also some reluctance among other journalists in the group to join a stoppage.

Mr. Hugh Southon, father of the chapel (office section chairman) at the Peterborough Advertiser, who was expelled from the conference against taking steps that could lead to the break-up of the union within the East Midlands Allied Press.

He said in a statement: "There is now only about 50 per cent support for Kettering over the new issue, and the decision to call an all-out strike throughout the group would result in mass defections."

Employees "will suffer": Mr. Peter Bennett, the Institute of Journalists convenor at Ketter-

ing, said last night: "We are sorry that even more NUJ members are now to be penalized because of this costly vendetta by local political activists. (Our Northern Correspondent writes)."

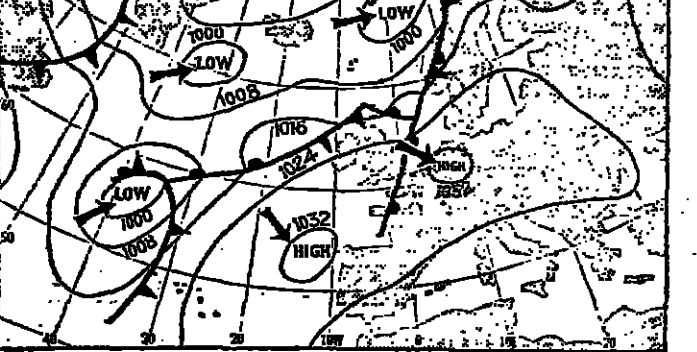
The action by the annual delegates' meeting can only harm the firm and all its employees.

Decision "serious": The Newspaper Society said it considered the vote a "serious" decision. (The Press Association writes). The society was considering calling a meeting of its council soon to discuss the matter.

A union motion called for ongoing criticism among Newspaper Society publications (the society represents most provincial newspapers in England and Wales), beginning with newspapers where employers are directly represented on the council of the society.

## Weather forecast and recordings

NOON TODAY Pressure is shown in millibars FRONTS Warm Cold Occluded



Today Sun rises: 5.53 am Sun sets: 8.5 pm Moon rises: 6.59 am Moon sets: 10.17 pm First quarter: April 26. Lighting up: 8.25 pm to 5.23 am. High water: London Bridge 3.53 am, 7.2m (23.6ft); 4.11 pm, 7.2m (23.7ft). Ayrmouth, 9.24 am (23.0m) (42.5ft); 9.32 pm, 12.9m (42.4ft). Dover, 12.55 am, 6.6m (21.5ft); 1.9 pm, 6.5m (21.5ft). Hull, 8.9 am, 7.1m (23.1ft); 8.19 pm, 7.0m (22.9ft). Liverpool, 1.5 am, 9.0m (29.4ft); 1.18 pm, 9.0m (29.4ft).

Pressure will remain high to the S as troughs of low pressure cross N districts.

Forecast for 6 am to midnight. London, SE, Central S, SW England, Channel Islands, S Wales: Dry, some bright or sunny intervals: wind SW, light or moderate; max temp 14°C (57°F).

WEATHER REPORTS YESTERDAY MIDDAY: c, cloud; f, fair; r, rain; s, sun.

## Thomson's launch Outer Mongolia tours

By Patricia Tisdall

After the success of their all-inclusive trip to Siberia last year Thomson Holidays, the largest tour operator, launched a winter excursion to Outer Mongolia yesterday.

The West German airline Lufthansa with Sherpa Expeditions has decided to repeat the inclusive Himalayan trekking holidays which it started last year.

At prices starting at £259 Thomson Holidays undertakes to fly holidaymakers from Luton airport to Ulan Bator, the capital of Mongolia, for three nights. The tour then moves on to Irkutsk, in central Siberia, where the temperature hovers around the 4°F mark in January, for two nights, and then a night in Moscow.

Thomson's confidently ex-

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AND AFFILIATED  
MADE IN

## We're sending this oil back where it came from.

The oil came from fields in the Middle East. Now it's going back. Not as crude oil, but as high-quality lubricant.

It will feature importantly in the industrial development underway in the Arab countries. And it's produced by Mobil's blending operation at Birkenhead.

The Mobil facility blends and supplies more than 500 products for markets all over the world. Our finished products are shipped to more than 60 foreign countries, and every export order helps improve

Britain's balance of payments. The Birkenhead plant can produce about 1.25 million barrels of finished oils yearly.

We don't just produce oil for engines. We supply everyone from steel mills to furniture makers. We even have a product for coating the base of apple trees (it discourages insects from crawling up to the fruit).

When you talk about a plant shutting down, or a large vessel being detained in port, you're talking about

money. So the Birkenhead plant has installed a fully computerised control system that speeds the blending, helps control quality, and keeps the distribution process running smoothly.

That way, we're sure none of our customers will run dry.

We've been in the oil business in Britain since the 1880s, and today we're one of the nation's very largest lubricant suppliers. That's why we're called on to blend this oil—and send it back where it came from.

**Mobil**



## HOME NEWS

## Law Society rejects plan for legal services commission

The Law Society has told the Royal Commission on Legal Services that it is opposed to the creation of a legal services commission.

It has been suggested that such a body could not only run the legal aid and advice scheme and law centres, but also monitor the provision of legal services.

In evidence to the royal commission the Law Society says: "Such a proposal would lead to the creation of a new and unnecessary bureaucracy, concentrating power where it is least needed, and would tend to divert resources from the devolution of choices to locally based bodies which is widely desired."

The memorandum of evidence deals mainly with relatively non-controversial issues. Its views on such contentious questions as fusion of the two branches of the legal profession, the solicitors' conveyancing monopoly, and lawyers' remuneration are expected to appear in a separate report during the summer.

The society proposes that law centres should be encouraged to provide services to deal with what has come to be known as "welfare law".

Concerning the organization of law centres, the society suggests that each of the 14 legal aid area committees should set up a sub-committee that would be primarily responsible for the coordination and provision of legal services in its area, and be serviced by one or more liaison officers.

The area legal services committee, as it would be known, would consist not only of members of area committees but also of representatives of citizens' advice bureaux, the social services and other bodies.

## Tory quits in Prentice controversy

A Conservative who said he would vote for Mr Reg Prentice if he stood as an independent in Newham, North East, and not for the Tory candidate, has resigned as parliamentary candidate for Dagenham, near by, after a "bridge" clash with both local parties.

Mr Ronald Wetherpoon, aged 28, company manager, has also resigned from the Newham, North East, Conservative party, of which he was vice-chairman, because, he said, he refused to submit to a "Tory version of the kangaroo court" to which Mr Prentice was subjected by his local Labour Party.

In a press statement more than a year ago some officers of Newham, North East, Conservative Party, said they would not fight Mr Prentice if he stood as an independent. That was later countermanded and all except Mr Wetherpoon withdrew their names.

He said he saw the issues represented by Mr Prentice in Newham as of fundamental importance, but some prominent Dagenham Tories had resigned over the matter.

"I have therefore resigned as their candidate, indicating as I did so that I could not wish people whom I had grown so fond of to fall out with each other over me."

Mr Prentice commented: "He has been treated very badly by the local Conservatives in Newham and Dagenham. You set boot out if you fail to toe the line. Both main parties are suffering from a war of intolerance. This is not real democracy."

## Scottish pupils approve use of strap

A survey among Scottish secondary school pupils published today shows that two out of three pupils believe that teachers should be allowed to use the traditional strap as a punishment.

The Education Institute of Scotland, Scotland's biggest teaching trade union, which commissioned the survey, wants corporal punishment phased out of Scottish schools.

The survey covered a random sample of 1,049 children in first, third, and fourth-year classes in 40 secondary schools. Use of the strap was approved by 67 per cent of pupils. They said it was needed for classroom control and as an effective deterrent. However, 52 per cent thought there could be a better system for maintaining discipline in schools.

## Detective is asked to resign

Raymond Smith, aged 28, a detective found guilty on Monday of forgery, has lost his job despite the hope expressed by Judge Mynter, QC, at Oxford Crown Court that the conviction would not affect his promising career.

Shortly after being conditionally discharged for the offence, Constable Smith was summoned by Mr Leonard Dolby, the deputy chief constable of Thames Valley and asked to resign as an alternative to dismissal.

## Girls for boys' school

A school for boys, Serrey's School, Lussy Hill, Bruton, Somerset, is taking 22 girls pupils in September. They will have grammar school places and other facilities are not available.

## The local elections, 3: Nationalists calculate that they may win majority on at least 10 authorities

## Scotland expects a sweeping rearrangement of district council seats

By Ronald Faux

Sounds of the larger struggle shaking Scottish politics will be heard in the campaign for the district council elections on May 3.

The Scottish National Party, which in the past has been shy of fighting local elections, has doubled its number of candidates and will be concentrating on the central urban belt. The Tories are putting up a marginally larger field than usual, and with Labour's current fall in popularity a significant rearrangement of council seats in Scotland is likely.

Labour, campaigning to retain control of 17 of the 33 district councils, admits that the state of the economy and a number of difficult local issues will not help the party. Rent and rate increases in areas with a tradition of cheap housing have added to Labour's troubles, and it is feared that the SNP could gain a harvest of protest votes.

Nationalists calculate that they may win a majority on at least 10 councils, including Glasgow and Edinburgh, and the party is fighting all 72 seats in Glasgow district, where it now holds only one seat.

At the last election, after local government reorganization, the party won only 71 of the 1,110 district seats in Scotland. It administers three councils (in the new town areas of Cumbernauld and East Kilbride and in Chalmersman).

Traditionally the SNP has argued that a small party with relatively few resources should concentrate on its main platform of achieving Scottish independence by fighting parliamentary elections.

Recently, however, the SNP has grown phenomenally at local branch level and overtaken even the Tories as an organizer of what drives, coffee mornings and social fund-raising efforts.

The possibility of a Scottish assembly, which the SNP determined to contest, also focused the party's attention on local issues. Labour's reply to that level of attack has so far been to accuse the nationalists of having so few policies that in many areas they were afraid to stand.

One such case was Dundee. Labour there has been badly divided and demoralized and the Conservatives are within three seats of winning control on the district council. Both parties were therefore surprised when the local SNP branch decided not to contest the district elections and instead reserve its resources for a possible autumn general election.

A spokesman at SNP headquarters pointed out that it was for local branches to decide whether to contest elections, and there was no instruction from the party organization.

The headquarters in Edinburgh has helped to instruct prospective candidates precisely what local council politics involve. It would not be caught out again by having SNP candidates unexpectedly voted on to local councils without realizing the demands that will be made on them.

Areas where the SNP hopes to win at least the balance of power are Glasgow, Edinburgh, Hamilton, Falkirk, Stirling, Cunningham, Renfrew and West Lothian. The biggest effort will be made in Glasgow, and the party is to fight 41 of the 64 seats on Edinburgh district council.

It will be the most significant local government attack by the SNP since its attempts in the cities and burghs in the late 1960s. But the party will still have fewer candidates than Labour and the Tories.

The present distribution of district council power in Scotland is: Labour, 416; Conservatives, 241; SNP, 71; Liberals, 18. A substantial proportion of local council representation in Scotland remains non-political and Independents hold 344 district seats.

Although the Conservatives do not expect such a bumper year as their colleagues in England, they are confident of retaining control of five district councils, and on at least four others (Edinburgh, Bearsden and Milngavie, Angus, Stirling) of improving on their position as the largest single party.

A strong effort will be made in East Kilbride, where 11 Tories are contesting the 15 council seats, and in Cumbernauld, where the party has not previously fought. Both are SNP strongholds.

Like the Nationalists, the Tories will be attacking Labour's record on rents and rates and spending in urban Scotland. Although the late councils have not faced the same force of criticism as new regions, the reorganized local government structure has not been popular and most parties agree that when a Scottish assembly is set up the system will have to be changed yet again.

The Scottish Liberals have entered more than 130 nominations. They are concentrated on Aberdeen, where they won a local by-election last November and where they could achieve the balance of power, and Inverclyde, where they held power until 1974. Elsewhere Liberals are contesting seats on both Edinburgh and Glasgow councils.

The breakaway Scottish Labour Party has nominated 35 candidates and will be fighting three seats on Glasgow district council, which is dominated by the official Labour Party.

Looking in more detail at the Scottish cities, 23 dates are contesting 1972 in Glasgow, with Labour the SNP fighting all of Conservatives 59, Commons 33 and Liberals 17. Inburgh, where the Conservatives are two seats away from overall majority, 192 candidates are contesting 64 seats. SNP campaign in 41 of promises to upset that balance of control.

In Aberdeen, at Labour-dominated, the party is under pressure from 14 and 14 Liberal candidates. The most intriguing will be in Dundee, Labour half the 44 district council seats (19) and Independent (3). Socialists hopes of the narrow majority being reduced by a struggle within the local party between left-wing moderates which led to leading Labour councillors being removed from the official candidates.

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## Road inquiry disrupted by protesters

By Michael Bally

Transport Correspondent

A shift in emphasis from big new road schemes to more modest local improvements was foreshadowed yesterday by Mr. Rogers, Secretary of State for Transport.

He has cancelled one key proposal, the trans-Pennine motorway between Manchester and Sheffield, in favour of less expensive improvements to roads, and said at the opening of the Witney bypass in Oxfordshire that he would certainly be looking hard at any new motorway proposals.

He would view more sympathetically "schemes which relieve congestion through ancient and attractive towns, and remove noise and smell from hard-pressed communities".

Funds for road building were questioned more now than in a few years ago, he said, but most MPs found that the public were still anxious for road improvements. Such improvements showed a good economic return. But he added: "It may well be that we shall be looking more to relatively modest schemes like the Witney bypass than to entirely new thoroughfares."

The inquiry is the second in the film scheme. The first was abandoned last autumn after disruption by protesters and the subsequent illness of the inquiry inspector.

John Tyme, the anti-motorway campaigner, was among those ejected - for allegedly inciting the occupation - but he was later allowed to return after denying the charge.

As tempers again flared in the afternoon, Mr. George Simpson, an alderman from Harrogate council, who supports the road proposal, was also asked to leave the room after an altercation with an objector.

In a lengthy procedural submission at the start of the hearing, Mr. Tyme said that the inspector had no authority to hear the inquiry because the Department of Transport was dedicated to roads and therefore unable to judge impartially other modes of transport.

He went on to attack what he called the non-accountability to Parliament of Mr. Rogers, Secretary of State for Transport.

Mr. Tyme said that Parliament had no control over the national road-building programme, and went on: "Of course, my clients accept that Parliament is the only place where these issues can be resolved. But equally, they accept the need for the most exceptional action in order that Parliament become the said place, which currently it is not."

Mr. Tyme, who represents more than 600 objectors, called on Mr. Rogers to adjourn the inquiry, but the inspector declined.

Mr. Rogers, however, agreed to pass on to Mr. Rogers an affidavit presented to him by Mr. Tyme, which he alleges a conspiracy among some members of the Transport and General Workers' Union to block freight by rail instead of road.

Mr. Michael Howard, counsel for the Department of Transport, told the inquiry that Mr. Rogers' department was not acting impartially in considering different forms of transportation, the proper body to review that was Parliament, and not the Archway inquiry. The inquiry was adjourned until next Monday.

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## HOME NEWS

## A national water grid rejected in report on last year's drought

By Diana Geddes

The creation of a "national grid" water transfer system, mooted in the wake of last year's drought by Mr. Howell, Minister with special responsibility for water, is rejected in a report on the drought by the National Water Council, published today. Future droughts should be tackled in a "flexible" way as they develop, the report suggests.

The two main ways of coping with droughts are the flexible deployment of resources and their augmentation from new sources, the report, which was requested by Mr. Howell last November, says. The recently established regional water authorities are well organized for that task, it concludes.

Before the drought most water authorities were already taking measures to make the best use of their resources, and many have since modified their contingency plans in the light of their experiences last year. One crucial question now is whether more detailed contingency plans should be prepared for the future.

The council is satisfied that "because the handling of the drought has been shown to require a flexible and adaptable response, a gradually emerging situation, the preparation of contingency plans in great detail remote from any particular eventuality and the keeping of them up-to-date, would be both costly and ineffectual."

Given sufficient time, money and the necessary authority for new works, it would be possible for the water industry to consider increasing its supply capacity so as to provide higher standards of reliability and make water resources less likely in future, the council says.

But it says there is no obvious argument for so doing on a national scale. The drought was a severe test, and a highly unusual occurrence. To invest heavily for margins of security beyond those demonstrated in 1976 would not make economic sense.

Some measures will be re-

quired in particular areas to make levels of security more consistent, however. Works are in hand and additional measures are being considered for the future. But some of those works have already been delayed by the Government's capital expenditure moratorium and reductions in the water authorities' capital investment programmes over the next two years.

Turning to criticism of the apparent slowness with which water authorities responded to the drought last year, the council says that "delicate judgment was required in the timing of appeal for voluntary savings of water."

If water authorities are to respond more quickly to dry periods, the public will have to put up with false alarms and make savings which might later prove unnecessary. Water authorities were reluctant to "cry wolf". Judgment of any situation must be allowed to rest with them, the council says.

An examination of last year's drought measures shows that the most effective and least painful method of water saving was that made voluntarily by many households and companies, the report says.

Nevertheless, there might still be occasions, not only during droughts, when actual restrictions, such as rota-cuts or standpipes, would be required. The choice of rationing method would be influenced by physical and technical factors.

particular areas, such as the layout of distribution mains, ramification. There could be no absolute rule governing that "difficult choice", the council says.

Furthermore, while rota-cuts (when water supplies are cut off for a certain number of hours a day) might appear to be a less painful alternative than standpipes (involving total cut-off of domestic supplies), in extreme circumstances standpipes might be the only effective method of rationing.

The 1975-76 Drought (National Water Council, 1 Queen Anne's Gate, London, SW1; £1.20).

## 'Hospital-at-home' system to be studied in Kent

By John Roper

Health Services Correspondent

A new system of care based on early discharge of patients from hospital after an operation followed by specialized nursing in their own homes is to begin shortly in the Medway health district of Kent.

The benefits and drawbacks will be studied over the next two years and if the results are encouraging a new pattern of hospital care could begin for thousands of patients.

People's reactions to the new service will be recorded and the patients' progress compared with that of patients receiving similar treatment and care in hospital.

Dr. Lindsay Elliott, who is shortly to take up the post of specialist in community medicine in the district, said yesterday that care and treatment under the scheme would be at the request of the consultant and only with the agreement of the patient, his family and general practitioner.

Before a patient was dis-

charged one of the "hospital-at-home" nurses, as they are called, will check that an adequate level of care could be provided in the patient's home. Four hospitals, St. Bartholomew's and St. William's at Rochester, All Saints, Chatham, and Medway, Gillingham, have been selected for the scheme.

At first only patients having fairly straightforward operations for conditions such as appendicitis, hernia or varicose veins will be offered the service.

On the day a patient returns home one of the newly appointed nurses will visit to pave the way for subsequent care. That will be for a fixed period agreed between doctors and nurses. Clinical responsibility will rest with the family doctor but most of the extra care will be nursing.

It is hoped that the scheme will educate patients and relatives in simple techniques of self-help health care. It has been adapted from similar services common in France.

The 1975-76 Drought (National Water Council, 1 Queen Anne's Gate, London, SW1; £1.20).

## Drive to raise quality of greengrocery

By Hugh Clayton

Greengrocers opened a campaign yesterday to banish shoddy produce and ambiguous labels from 7,500 shops between Northampton and Dover.

Mr. Tommy Matkin, national secretary of the Retail Fruit Trade Federation, said: "We want to improve the image of the fruiterer and greengrocer."

Shops where fresh fruit and vegetables comprise at least eight tenths of the stock will be inspected by 50 housewives. The federation will use their reports to judge whether each shop should be given a "quality standard certificate". So far 3,000 certificates have been issued to shops with clean and well presented produce. Four certificates, including two in Yorkshire, are being reviewed for possible cancellation.

"The inspection is based mainly on EEC regulations," Mr. Matkin said in London. "They say that you must put the quality class, the country of origin and the variety on the label. The public is becoming more variety-conscious."

The campaign has been blessed by Mr. Fraser, Minister of State for Prices and Consumer Protection, who said in a statement: "Quality is as important as price. This scheme will indicate to the shopper where there is a shop with high quality goods."

Mr. Matkin said that when the campaign was over about half of the 21,000 greengrocers in Britain would have been examined.

## Homes chief gets leave to seek writ against JPs

By a Staff Reporter

Lord Widgery, the Lord Chief Justice, granted leave in the High Court yesterday for the head of a cut-price conveyancing firm to apply for a writ of certiorari against the magistrates of Bradford-on-Avon, Wiltshire.

Mr. John Watson, chairman of the Homes Organization, is seeking to quash an order against him for costs of £2,084 for a two-day hearing before the Bradford-on-Avon magistrates. He had taken to court a solicitor's clerk, maintaining that the clerk had acted illegally in carrying out a conveyance while being an unqualified person, but the case was dismissed.

Mr. Watson complained later that he was expected to pay all the costs incurred when the Law Society took over the case on behalf of the clerk and instructed their own solicitors. QC and junior counsel. He claimed that there would have been no obligation on the clerk to pay the Law Society's costs had matters turned out differently in court.

He said yesterday that he would now issue notices to the magistrates that leave to apply for the writ had been granted.

Forester killed by tree

Mr. Leslie Burton, a Forestry Commission worker, of St. Michael's Crescent, Great Cressingham, Norfolk, was killed yesterday when a tree he was helping to cut down fell and crushed him.

## WEST-EUROPE

## See-saw results in local elections provide uncertain guide to changes in Italy's political mood

From Our Correspondent

Rome, April 19

The results of local elections held at the weekend provide some clues to the trend of Italian public opinion since the general election last June when the Communist Party made a substantial advance at the expense of the ruling Christian Democrats.

In 20 smaller towns, mostly in the south, the Communists appear to have lost the extra votes they gained in the general election. The Christian Democrats, on the other hand, made moderate gains.

But the position was reversed in the Po delta in the north where the Rovigo provincial

council was up for reelection. The Communists made slight gains and the Christian Democrats lost ground.

The elections involved nearly 400,000 voters, less than 1 per cent of the total electorate.

Christian Democrat spokesmen expressed satisfaction at the results. But the limited scope of the elections, the prevalence of local issues and the unevenness of the results make them an uncertain guide to the nation's present political mood.

Signor Andreotti, the Italian Prime Minister, yesterday proposed that workers should join, on an experimental basis, in the management of all firms now being reorganized by government bodies.

But his proposal, made during a debate in Rome on economic recovery and worker participation, was received without enthusiasm by Signor Luciano Lama, communist leader of the biggest trade union federation.

His union, the CGIL, was willing to accept some form of worker control on management, but relations between the two sides should always have some conflictual element.

Signor Andreotti recalled that the Italian constitution, drawn up after the Second World War, provided specifically for worker participation in management.

## Mauritius stamp fetches over £80,000

Hamburg, April 19.—Mr. Franz Berling, a Belgian stamp collector, sold one of the world's rarest postage stamps here today to give his daughter a DM 330,000 (£82,500) wedding present. The stamp was a penny orange Mauritius.

## Spain's centre parties seek pact to fight election

From Our Correspondent

Madrid, April 19

With the closing date for general election nominations only 18 days away, the Democratic Centre and the Christian Democratic Federation met here today to try to reach an electoral agreement.

The two alliances—the Democratic Centre comprises liberals, social democrats and conservatives—command the middle ground in Spanish politics, and an electoral pact between them would pose a strong challenge to the neo-Francoist Popular Alliance.

## Fear of return to unstable coalitions in France

## Gaullists suspect Government of plans to change electoral law

From Charles Hargrove

Paris, April 19

The Government continues to be suspect in Gaullist eyes, not altogether groundlessly, of toying with the possibility of changing the voting system before the next parliamentary elections. The aim would be to check what seems to be an irresistible trend in favour of the left, and to give a chance to the centre parties which have been virtually eliminated by the present majority vote, as demonstrated in the municipal elections last month.

But proportional representation is anathema to the Gaullists. In their view it would mean a return to the unstable coalitions of the Fourth Republic. They also regard it as another attempt to undermine their dominant position in the Government majority by building up a rival Gaullist group of the Independent

Republicans and the Centre. M. Jacques Chirac, the Gaullist leader, has recently declared that public opinion would regard any changing of the voting system within a year of crucial elections as a trick that would boomerang against its initiators.

Today, M. Yves Guéna, the political delegate and number two of the Gaullist Rassemblement, repeated categorically that success of the Government majority at the polls was not to be secured "by means of subterfuges" like a belated and hasty change in the electoral law.

The Government majority might still win the elections next year, he said, but it must utterly reject the illusion that the situation could be retrieved after the left had got in. "We know the Communist technique for seizing power. The recourse would be costly. Besides, one

blunts one's weapons if one prepares in advance the terms of a compromise in the event of defeat."

The Gaullist Rassemblement has repeatedly condemned President Giscard d'Estaing's declared intention of staying on at the presidency if the left won at the polls. This has, in its view, an adverse effect on the voters by persuading them they can have it both ways.

## King arrives in Bonn with high hopes

From Dan van der Vat

Bonn, April 19

The state visit to West Germany of King Juan Carlos of Spain, which began in Bonn today, has a much higher political content than most occasions of its kind here in recent years.

This is not only because the king rules as well as reigns but also because Bonn is anxious to encourage the delicate but surprisingly rapid and committed return to democracy in Spain.

The King, accompanied by Queen Sofia and Señor Marcelino Oreja, his Foreign Minister, was received by President Scheel with the usual pomp, but spent the afternoon with Herr Genscher, the Foreign Minister, who emphasized the "great political significance" of the visit.

He promised Bonn's support for Spanish membership of the European Community, something which the royal party hopes will be furthered by this five-day stay. The West Germans are also clearly determined to provide all the moral support they can muster for the move to democracy.

The King's crowded programme gives some clues to Spanish hopes of more solid support from Bonn. He is having breakfast tomorrow with leading figures in the West German economy before touring the scientific research centre here, and will later visit industrial centres and factories.



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Money comes to life at the sign of the Black Horse

## Fewer urban police cadets

Government spending restrictions almost halted recruitment of police cadets in metropolitan areas, Mr. William Brown, chairman of the Association of Metropolitan Authorities' police and fire committee, says.

"Police cadets are the foundations of our future police forces," he says. "Yet police authorities serving the metropolitan counties have almost entirely stopped recruitment of cadets."

The Government, he says, declined to include cadets in police forces' strength. Recruitment of police officers up to agreed establishments is unrestricted but recruitment of non-police staff, including cadets, is severely curtailed.

Mr. Brown added that the Home Office might attack vandalism by enabling police authorities to put more officers on the beat where they are needed.







## OVERSEAS

## Tanzania tightens its border ban on contact with Kenya

From Our Correspondent

Nairobi, April 19

Tanzania's announcement that the closure of the 500-mile border with Kenya has been "tightened" is an apparent rejection of a recent call by the Kenya Government for the return of Kenyan aircraft and vehicles that have been held in Tanzania since the border was closed early in February.

Although the border has remained closed officially, travellers were able to cross on foot. Bus and taxi services have until now been operating to the main border crossings. The Tanzania announcement last night came without warning, saying that even Tanzanians now in Kenya would not be allowed to return home.

Efforts to solve the differences between the two states were made at joint meetings recently, but the Kenyans say all their proposals for restoring normal relations have been rejected. Tanzania closed the border after blaming Kenya for the financial collapse of East African Airways earlier this year, although Kenya denies this.

Today Kenya announced it had taken over the Kenyan civil aviation and meteorological services which had remained under the disintegrating East

African Community. The Community was until now responsible for negotiating all air traffic agreements for East Africa, as well as for the control of aircraft within the East African region.

Mr. Omolo Okeru, Kenya's Minister for Power and Communications, said here today Kenya had decided to take over the services because Tanzania and Uganda had already refused to let the Community's civil aviation machinery from functioning properly. In 1972 Uganda limited flights by Kenya-registered aircraft; in January Tanzania banned all flights by Kenyan aircraft.

Mr. Okeru described these actions as "hostile". They were taken in disregard of international law and practice, he said, and undermined the scope for cooperation with Kenya.

Very little now remains of the East African Community, which came into being in December, 1967.

Customs and excise services and a range of research services still operate under the Community. The Community's newly built headquarters at Nairobi, however, is now cut off from Kenya by Tanzania's closure of the border.

## Third World report

## Dr Nyerere's prescription to combat aid addiction

From Nicholas Ashford

Dar es Salaam

A poor nation cannot be independent if it depends on external help. Foreign aid is by its nature temporary and unstable and must not become the basis of development.

This warning about over-dependence on foreign assistance is contained in a remarkable booklet by President Nyerere of Tanzania, entitled *The Arusha Declaration—10 years later*, just published. It is remarkable because in reviewing Tanzania's progress since the country embarked on a policy of socialism and self-reliance, President Nyerere gives as much prominence to the failures as to the successes.

He criticises those who think there cannot be development without money and who still think in terms of "international standards" instead of what a country can afford. Foreign aid, he argues, should be used only for major projects, such as the Tanzania-Zambia railway, and not for relatively simple schemes in which local materials can be used. Why build a house out of imported cement, known locally as "European soil", instead of locally-made burnt bricks and tiles?

President Nyerere is acutely aware of the dangers facing developing countries that rely on a high level of external assistance. They can become addicted to aid. Loans and grants from foreign countries and international aid agencies can become an established part of economic planning, with the result that the long-term aim of self-reliance begins to fade away. Short, aid becomes a way of life.

These dangers are particularly relevant to Tanzania. It is one of the poorest countries in the world, without any known natural resource that could produce a sudden accumulation of wealth. It is also one of the biggest aid recipients in Africa.

At present external assistance to Tanzania is running at about £200m a year, or £13 a head of population, almost twice what it was a couple of years ago. A third of this amount is provided by the World Bank, another third by the four Nordic countries (principally Sweden) and most of the balance by other Western nations and international agencies.

Except for the Chinese-built railway, communist countries have provided little assistance. Tanzania has become a country which the rich industrialised world loves to give money to. This is partly

because of the personality of President Nyerere and the policy of Fabian-style socialism to which he has committed his country. Tanzania's egalitarian goals, its avoidance of "white" and "black" tensions and its general lack of corruption have all helped to impress donor nations.

Seventy per cent of Tanzania's development budget is now externally financed. Most aid is tied to projects but some is also given to help balance the nation's books. Tanzania is fortunate in that much of its aid is in grant or concessionary form so it is not faced with the sort of debt servicing problems that confront many other developing countries.

But is foreign aid to Tanzania being used merely, as some sceptics maintain, to support a socialist experiment which seems doomed to failure? Is there any sign that the Tanzanian economy will one day be able to stand on its own feet unaided?

Some donors believe that, by the next decade, Tanzania, given political stability, could become self-sufficient in most basic commodities and consequently less dependent on aid.

According to Mr. Lyle Hansen, the World Bank's representative in Dar es Salaam, there are two main constraints on Tanzania's development—low production and shortage of skilled manpower. They already have a framework for an egalitarian society, he says, "but the big test is whether they can produce resources to maintain that welfare state".

Agriculture, in which most of the 15 million population are engaged, provides the best hope for eventual self-sufficiency. Until now the country's agricultural record has been dismal, with food production falling until recently—a process which was accelerated by a serious drought three years ago.

Prospects seem to be improving, however. Huge investments have been made in the agricultural sector. The "villagization programme", under which 13 million people have been moved into 7,684 collective villages, has started to settle down after a chaotic start. At the same time, the introduction of a producer-price system has encouraged farmers to raise their outputs.

In 1975 Tanzania had to import about 400,000 tons of foodstuffs. Last year the figure dropped to about 100,000 tons and this year it should be in the region of 70,000 tons. The country is now trying to build up a strategic food reserve in case of future droughts.

## Jury critical of secretary in Sydney libel suit

Sydney, April 19.—An Australian Supreme Court jury today described Miss Julie Morosi, the glamorous secretary of a former Deputy Prime Minister, as "undesirable, disreputable and incompetent". It was "an affront to the nation and the feelings of the community", the jury said, that she had received an importation licence service appointment in 1974.

Born in the Philippines, Miss Morosi was secretary and personal assistant to Dr. Jim Cairns who was Federal Treasurer and deputy to Mr. Gough Whitlam, then the Labour Party Prime Minister.

Miss Morosi, aged 43, a thrice married grandmother, is suing three Sydney newspapers, owned by Mr. Rupert Murdoch, for defamation.

The jury's opinions were given in the form of "Yes" or "No" answers. The jury said it found no substantial truth in allegations in the newspaper articles that Miss Morosi had found her unfit for her job and that he had ordered her to be dismissed. And it also found there was no substantial truth in an allegation that she had a romantic attachment with Dr. Cairns.—Reuters.

## Nairobi gunmen steal load of Ugandan coffee

Nairobi, April 19.—A consignment of coffee, being transported by road from Uganda to the Kenyan port of Mombasa, was hijacked at gunpoint while being driven through Nairobi, police said today.

They said the coffee, worth about £82,000, was stolen by five gunmen who threatened to shoot the lorry driver and his mate unless they surrendered the cargo.

Police said the driver told them he was driving through the city on Monday night when he found his way obstructed by another vehicle. This vehicle contained the armed gangsters who robbed him.

In recent weeks many convoys transporting Uganda's coffee to Mombasa for export have been hijacked by armed gangs.—AP.

## Satellite watch on iceberg

Washington, April 19.—American scientists are tracking by satellite the progress of a huge Antarctic iceberg which they fear could drift into the South Atlantic and pose a threat to shipping.

## S African challenge on rights of Coloureds

From Nicholas Ashford

Johannesburg, April 19

A somewhat unseemly dispute has developed between the South African Government and seven members of a commission set up to investigate the position of the country's 2,500,000 Coloured (mixed blood) people.

The dispute centres on the Government's White Paper, published last week, on the 567-page report produced by the commission under the chairmanship of Professor Erika Theron. While accepting the majority of the report's 178 recommendations, the White Paper rejected 31, including four which were considered the most important. These called for direct Coloured representation in Parliament and other decision-making bodies, the abolition of job reservation, the repeal of the mixed marriages and immorality Acts, and the opening of white universities to Coloureds.

In a statement issued at the weekend Professor Theron and six other commissioners said that they doubted whether the Government had correctly understood the philosophy underlying their report.

On political rights the statement said that room should be made for direct representation of a Coloured say at central and local government levels.

Mr. Vorster, the Prime Minister, and Mr. Hendrik Smith, Minister of Coloured Relations, publicly rebuked the commissioners for making their statement.

Mr. Vorster is to make a statement on foreign policy in Parliament tomorrow during which he will give his reaction to the proposals for a new Rhodesian constitutional conference being canvassed by Dr. Owen, the British Foreign Secretary.

The Prime Minister is also expected to refer to the problems of South-West Africa (Namibia) and the demarche made 10 days ago by the ambassadors of the five western powers about the present plans for the territory.



General Nathaniel Mbumba, leader of the Congo National Liberation Front, which has invaded Zaïre from Angola, studies a field map with his colleagues. General Mbumba, who is 38, was police commissioner of Shaba, formerly Katanga, in 1967 but became head of the Front in 1968.

## Pygmy bowmen drive back Katangan rebels

Kinshasa, April 19.—Zaire Government forces, supported by what were described as pygmy elite bowmen, have surrounded the town of Mutshasha in a counter-offensive against Katangan insurgents in Shaba province, a Government spokesman said tonight.

He said the pygmies used bows and arrows instead of guns. The insurgents invaded Shaba from Angola last month. Last weekend Moroccan-supported government troops began the counter-offensive to push the insurgents away from the approaches to the copper-mining town of Kolwezi.

The spokesman said journalists would be flown to Mutshasha to witness its capture. A planned trip to Kolwezi tomorrow had been cancelled.

He said the pygmies were counter-guerrillas and he described them as "great bowmen" and "elite bowmen". They were part of the Zaire Army and were fighting in battalion strength. A battalion is normally about 500 men.

The spokesman claimed that interrogation of prisoners had revealed that the rebels' leader, Colonel Mbumba, had deserted them and gone to Angola.

New York, April 19.—Mr. de Figueiredo, the Angolan representative at the United Nations,

said today that the fighting in Zaïre was a nationwide "popular uprising", not just a secessionist movement in Shaba.

He denied that Angolan or Cuban troops were in any way involved, and said the presence of foreign forces and mercenaries in Zaïre posed a potential threat to his own country. He also criticized the part played by France, Belgium, South Africa and China in Zaïre.—Reuters.

King Hassan, who has sent 1,500 soldiers to help Zaïre to combat the insurgents in Shaba, gave the interview to four French journalists.—Reuters.

firmed in a report by the commander of a Moroccan unit sent to Zaïre, he said.

On April 17, Colonel Abdollah sent me a cable saying that a wounded white man had been taken prisoner in a village, the King was quoted as saying. "The questioning of this man and information gathered in villages show that the presence of Cuban soldiers in Zaïre is absolutely certain."

King Hassan, who has sent 1,500 soldiers to help Zaïre to combat the insurgents in Shaba, gave the interview to four French journalists.—Reuters.

## In brief

## King Kong given the human touch

New York, April 19.—The New York Times Company today launched an illustrated fortnightly magazine called *US*. The first issue carries articles ranging from "India's new ruler" to "The real King Kong".

Mr. William Davis, the publisher, says the magazine will "delve heavily into the human side of today's world".

## School spanking upheld

Washington, April 19.—The United States Supreme Court has ruled that corporal punishment in public schools, no matter how severe, does not violate constitutional rights.

## Guerrillas on the run

Padang Besar, Malaysia, April 19.—A joint force of 5,000 Malaysian and Thai troops is reported to have routed communist guerrillas in southern Thailand and captured 20 of their camps.

## Jail commissioner killed

Nairobi, April 19.—Mr. Leonard Kigonya, a former commissioner of prisons in Uganda was arrested by President Amin's troops last week and killed, according to reports reaching here.

## Briton on death charge

Hongkong, April 19.—Christopher Clements, aged 23, a British cook from the 30,000 ton liner *Arcadia*, has been charged with murdering a 56-year-old Chinese prostitute in Hongkong last month.

## Question of taste

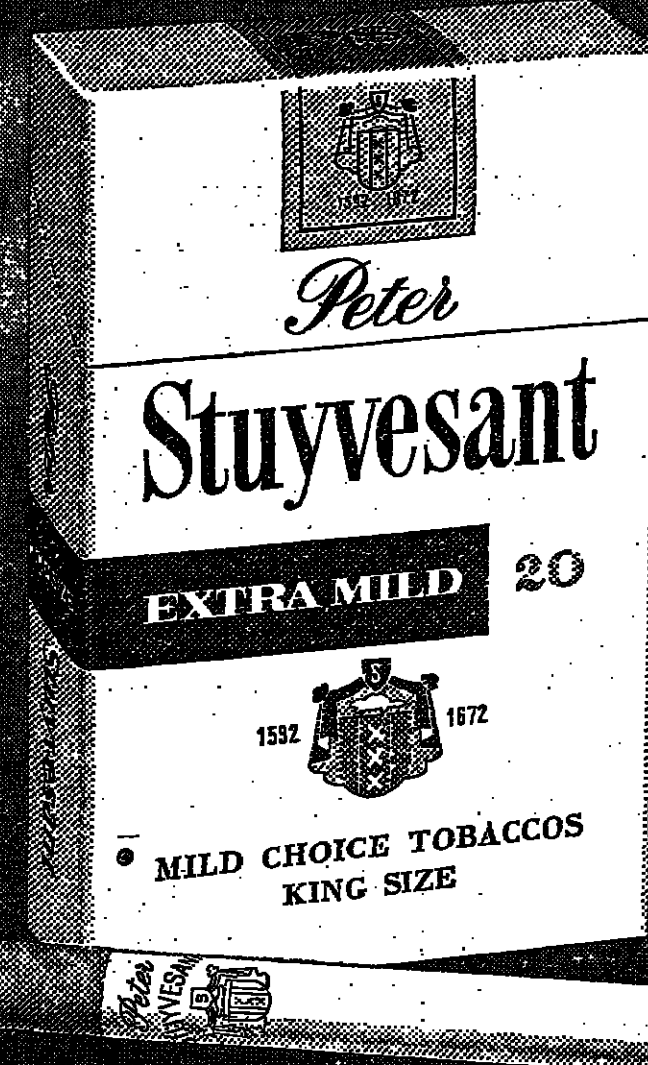
New Brunswick, New Jersey, April 19.—University scientists here are trying to manufacture T-bone steaks out of soybeans. "The bone is easy; just an engineering problem," says one of them. "The hard part is getting it to taste like a T-bone steak."

## Unity on Palestinians

Moscow, April 19.—President Assad of Syria has ended his talks with Soviet leaders here with a joint call for a Middle East settlement which respects Palestinian rights.

## The lowest tar King Size cigarette

As shown in H.M. Government tables March 1977



Full King Size

51p

Recommended price

-with Europe's most advanced filter.

PS Extra Mild King Size  
...setting the pace in modern smoking

LOW TAR GROUP As defined in H.M. Government Tables.

EVERY PACKET CARRIES A GOVERNMENT HEALTH WARNING



## PARLIAMENT, April 19, 1977

## Foreign Secretary hoping for greater trust among all sides on Rhodesia issue

## House of Commons

During his recent visit to southern Africa, Dr David Owen, Secretary of State for Foreign and Commonwealth Affairs, discussed the possibility of Britain and the United States co-sponsoring a conference to develop a clear timetable for achieving majority rule in Rhodesia in 1978.

Such a conference, Dr Owen said in a statement, would draw up a constitution and discuss the role of an international development fund to help promote the economic stability of an independent Zimbabwe.

My main purpose (he said) was to see whether it would be possible to resume progress towards a peaceful settlement of the Rhodesian problem. Violence has been increasing, and while a long and bloody struggle might in the end produce an independent Zimbabwe it will do so at great cost.

Many lives will be lost, the economy will be destroyed, there will be severe damage to the stability of the neighbouring states and it will leave a legacy of lasting bitterness between the races. We are all well aware of the immense difficulties of resolving this problem.

I was encouraged to attempt a new approach by the support of the United States Government, which has been willing to co-operate. It is our joint determination to work for reconciliation in southern Africa, the firm basis of majority rule, the fullest regard for human rights, and the ending of racial discrimination.

The starting point for the present initiative goes back to the statement of the Prime Minister on March 22, 1976, and the crucial achievement of Dr Kissinger when Mr Smith spoke of majority rule within two years. It is true that Mr Smith's speech mentioned other conditions which were not subsequently realised, but since then and since suggested that he might be persuaded to accept the objective of majority rule in 1978.

The Geneva negotiations stalled, not over majority rule though there were doubts as to the extent to which this had been achieved in the Rhodesian Front, but on the powers and composition of the interim government which was to

draw up the independence constitution. In February on my visit to Washington with the Prime Minister I suggested that we should work jointly on a strategy to promote majority rule and this they readily agreed to. On my visit to Africa I was able to discuss the possibility of the United Kingdom and the United States co-sponsoring a conference to develop a clear timetable for achieving majority rule in 1978. Such a conference would draw up a constitution providing basic democratic principles and an automatic transfer to an independent nation.

It would also discuss the role of an international development fund to help promote the economic stability of an independent Zimbabwe and encourage the minority white population to stay and contribute to the country's future. The constitution would aim to be broadly acceptable to all million people, and would be drawn up by a body of representatives, who would actually live under its provisions; but, as chairman of the conference, I would retain the final responsibility for bringing any constitution to the House for its approval.

The British Government's proposals of January for an interim Government remain open and I am sure that we shall be able to reach an agreement to a caretaker government which would be responsible for the conduct of elections prior to the granting of independence.

If Mr Smith's administration did not accept the constitution and the arrangements for the interim government, sanctions would continue and so would the war, but I suspect at an increased tempo. If Mr Smith's administration would resign, the caretaker government would supervise the elections and anyone participating in the process would have to forsake violence; sanctions should also be lifted.

I am convinced that many of the African people would welcome the armed struggle is the only way forward are essentially men of peace. It is not difficult to understand why they have no recourse to arms. Much as we all wish violence to stop we cannot immediately expect

it to stop while the vast of scepticism and distrust, which I met all over Africa, remains about the intentions of the Smith administration. I told those who currently carry arms are convinced that they will have majority rule, I regret that it looks inevitable that violence will continue. The reactions to this strategy have been mixed. I have been in close consultation and co-operation with the United States Government to continue discussions with the various parties. I hope to be in a position soon to inform the House whether we and the Americans feel it would be worth while to co-sponsor a conference.

My visit to Africa lasted only eight days. But I am convinced even more than before I left of the urgent need to end the war in Rhodesia. Genuine concern about the dangers of the continued confrontation was clearly expressed to me by the five Front Line Presidents, by Mr Vorster and by the Rhodesian leaders, black and white. I was deeply moved by the necessity for a non-racial majority government.

There is, however, a desperate lack of trust which must be rebuilt. I have already said my sincere congratulations on the success of his exacting and rigorous mission. (Cheers.)

On this side we greatly welcome the visit, particularly that to Rhodesia which we thought was essential. We welcome his continued presence in Africa, and his sincere involvement both now and in the conference which he is to convene. All these are matters which we on the Opposition side have long advocated and we are glad to see them realised.

The change in the attitude of mind of the United States in so far as the Rhodesian issue is concerned is welcome and one which has moved from a state of simply being a witness to the armed struggle is the only way forward are essentially men of peace. It is not difficult to understand why they have no recourse to arms. Much as we all wish violence to stop we cannot immediately expect

people of Rhodesia as a whole is bound to lead to doubts whether we still adhere to the fifth principle, to which we are all parties. I have already said that I am committed to the installation of a permanent mission in Salisbury in order that the Government and people should be better informed about the development in the country and able to reach a more sound judgement as to its future.

Will the Foreign Secretary clarify his position about the continuation of the guerrilla warfare? The development of violence in the settlement of international disputes is a matter to which we have deliberately avowed ourselves.

It would be desirable for the Secretary of State to make further reference to this point in order that there should be no doubt that we adhere to the firmness of this principle. (Conservative cheers.)

Dr Owen—If and when the decision is taken to convene a conference I shall be happy to explain all aspects of it. Consulting the people of Rhodesia as a whole is an integral part of this strategy and this should be done effectively and in a timely manner. The question of the franchise is one which would be dealt with in the constitution. It ought to be the broadest possible franchise.

I have already said that I was committed to the question of a permanent mission. It depends on whether one reaches a decision to go ahead with the conference. There would be a need for intensive consultation prior to the opening of an informal conference.

Much of that would have to take place in Rhodesia itself. I have never spoken to anyone who was advocating armed force without making it personal, quite clear that I was speaking for the whole House, and we condemned guerrilla violence and we believed there could be a peaceful transition.

But that does not exclude one from understanding why people are not offered any political dialogue or any other way out. The determination to use violence. The determination of people to use violence. I fear, it is people who are determined to use violence. The determination of people to use violence. I fear, it is people who are determined to use violence. The determination of people to use violence. I fear, it is people who are determined to use violence.

him on the way he has changed the climate of opinion in all quarters and even more than his scepticism in this country thought when he set out his proposals.

Will he accept that the co-sponsorship with the United States is regarded by many of us as extremely important. Can he confirm that what is at stake is that the people of Rhodesia should be able to reach a peaceful settlement in the principle of the change involved in majority rule?

Dr Owen—I am under no illusions about the difficulties and can offer no guarantee of success. But the prospects of not even attempting to get a peaceful transition are extremely dire. The co-sponsorship of the United States is a crucial element.

Mr Smith's intentions is the key to the Rhodesian problem. I have said that I am forced to conclude that he believes what he says and means what he says.

I have explained to Mr Smith that there is considerable doubt about his intentions and that it would greatly ease anxieties and doubts and might reduce the present level of violence if his administration in the next few weeks, when negotiations might possibly be started, would start to remove some of the racially discriminatory legislation and many of the practices which took place over the past few years and which are found to be abhorrent by many people on both sides of the House.

Mr Arthur Bottomley (Teesside, Middlesex, Lab)—There are continuing doubts whether the Rhodesian Front can be trusted. Would the Foreign Secretary accept my congratulations on the success of his mission, particularly his visit to Africa, and his sincere involvement both now and in the conference which he is to convene. All these are matters which we on the Opposition side have long advocated and we are glad to see them realised.

Dr Owen—His scepticism is probably shared by many MPs. As to the question of the franchise, I am sure that we will have to go wider in our consultations, even if not formally in the conference. Mr Peter Baker (Blackpool, Lancs, Lab)—I believe we will have to go wider in our consultations, even if not formally in the conference. Mr Peter Baker (Blackpool, Lancs, Lab)—I believe we will have to go wider in our consultations, even if not formally in the conference.

cluding visits to the Presidents of Mozambique and Angola. I believe we have shown what we are capable of. It is a peaceful settlement in Africa. I hope we have removed some of their anxieties that we were in any way trying to introduce western or super-power politics into what is essentially a freedom struggle.

Mr Enoch Powell (South Down, UUUC)—Is it too late for the Foreign Secretary to avoid involving the United Kingdom in a role which implies power and influence and consequently responsibility in southern Africa which we do not possess and of which consequently the result can only be humiliation of his country and even further bloodshed and confusion for others?

Dr Owen—There is a greater humiliation—that is when a proud country is seen to be a puppet of a great power. I believe that it is a role which we should not play. I believe that it is a role which we should not play.

There are major issues involved here. Great struggles are taking place in Africa. If we believe in democracy, we must be prepared to fight for it. (Labour cheers.)

Mr Frank Hooley (Sheffield, Healey, Lab)—How far does the Anglo-American plan for progress in Rhodesia have the support of the five Front Line Presidents?

Dr Owen—Although the Front Line Presidents have not yet agreed to support the armed struggle until they were convinced that majority rule was a reality, they did support the strategy as giving some hope of peaceful transition. They raised many objections, problems we would have to consider. I am sure that the Rhodesian Front and Mr Smith.

They were agreeable to its continuation. Bishop Munro and Mr Sizole. I believe we will have to go wider in our consultations, even if not formally in the conference. Mr Peter Baker (Blackpool, Lancs, Lab)—I believe we will have to go wider in our consultations, even if not formally in the conference.

## Language studies for future businessmen

During questions about strengthening the links between industry and higher and further education, Mrs Shirley Williams, Secretary of State for Education and Science, said that already there were five pilot schemes linking universities with associated firms and another three universities were studying the possibility of such a link. This was a rapid development, considering that the matter only started a few months ago.

She said that the Government (Belief, Lab)—It is regrettable that the department seems to have no information on the numbers of courses available to businessmen who might wish to acquire a foreign language.

Would she investigate with a view to encouraging such training and obtaining information on what has been done already?

Mrs Williams—Most of these courses are full cost courses and are not run for the benefit of the department. We are discussing urgently with the Business Education Council the possibility of commissioning a study to investigate the links between industry and higher and further education, Mrs Shirley Williams, Secretary of State for Education and Science, said that already there were five pilot schemes linking universities with associated firms and another three universities were studying the possibility of such a link. This was a rapid development, considering that the matter only started a few months ago.

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## Differentials should apply in party politics

It would be a bad day for democracy if the Government half way through their term of office should throw up themselves on the basis of temporary unpopularity, the Prime Minister said during questions in the House of Commons.

Mr Peter Baker (Blackpool, Lancs, Lab) had earlier asked: Does the Prime Minister believe that the Leader of the Liberal Party (Mr Peter Rest (South-East Derbyshire, Lib)) has yet reached the position in which he is to keep the Conservatives will do the same.

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## Report on rents paid by soldiers in Ulster

The Government's defence policy seemed to be based on the hope that "the meek shall inherit the earth", and meanwhile they were arming the best to fight the war, the Prime Minister said during questions in the House of Commons.

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## Reasonable range of sixth form courses

Discussions had taken place between the Department of Education and Science and the Education and Science Committee of the House of Commons, the Secretary of State for Education and Science, said.

Mr Nigel Spearing (Newham, Essex, Lab) had asked what guidance she had given to local authorities.

Mrs Williams (Hertford and Stevenage, Lab)—I have issued no guidance on the establishment of sixth form centres. I have mentioned in several speeches the need to use our limited resources effectively for 16 to 18 year old pupils, especially in the light of the future decline in the school population.

Mr Spearing—When local education authorities have a choice of creating sixth form centres and 11 to 18 all-through schools, the latter were set up with the express approval of the department and the minister's predecessors.

This review, coming out of the blue, is typical of the worst aspects of the department which sometimes tends to be excessively pessimistic and to create uncertainty in the educational system.

Mrs Williams—No. I want to clear up a misunderstanding. There has been a discussion between my department and the local education authorities about what is the ideal size of a sixth form. This is in no sense a statement of policy.

It is to the effect that the size of the post-16 age group falls, as it will dramatically by the mid-eighties, the Government should think about what provision can be made to offer a reasonable range of courses for those studying in the sixth form academic and non-academic courses.

There are three possibilities: linking of existing all-through schools, the existing form college concept and the new sixth form concept. It is for local education authorities, in consultation with teachers, to decide what suits them best. Many schools are already doing this in the newspapers, including the *Evening Standard* today, based on a misleading misconception.

Mr Norman St John-Stevens, chief of the Civil Service, said that the Government's policy on the sixth form was to provide a range of courses for those studying in the sixth form academic and non-academic courses.

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## Sewage disposal

Mr Edmund Marshall (Goole, Lab) was given leave to bring in the Water Charges (Amendment) Bill to extend the powers of local authorities to levy charges for sewerage disposal and to remove from these powers any liability to pay other charges levied by local authorities and water authorities for collection and disposal of the contents of cesspools and septic tanks.

The Bill was read a first time.

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SPORT

Racing

Impressive Derby trial by Be My Guest

By Michael Phillips  
Racing Correspondent

A bad season of influenza prevented Vincent O'Brien from seeing his three-year-old colt, Be My Guest, winning the Blue Riband Trial Stakes at Epsom yesterday, but he was not at all dismayed by the result. He could hardly have been more pleased or satisfied with what he saw. Ridden by Lester Piggott, who knows the course like the back of his hand, Be My Guest handled Epsom to perfection and was much too short for the Ad Libs. His principal rivals on this occasion...



Taste of things to come? Lester Piggott on Be My Guest after the Blue Riband Trial.

Having seen Be My Guest win by three lengths, O'Brien's wife, Jacqueline, remarked: "That is very encouraging because we have others who have won every race as well as home." This was certainly much to be admired, but it was not the lead at the foot of the hill. He did so in the time it took to say, Jack Robinson and the pace that he showed was utterly decisive. It was much more than either Seros or Ad Lib could match and something that I found much more convincing than anything available now is 16-1 for the Derby, and no lesser judge than Mrs O'Brien's father-in-law, Mr. J. O'Brien, who has been a keen to win it, especially as her colt Prince Regent looked very unlikely to finish only third in the race in 1969, Prince Regent, who won the Coddington Stakes for her in 1969, Prince Regent, who won the Coddington Stakes for her in 1969, Prince Regent, who won the Coddington Stakes for her in 1969...

hard and well yesterday, probably more forward than any of his rivals, yet it is still difficult to envisage any of those who finished behind him beating him around Epsom. By Nilinsky's sire, Northern Dancer, and out What a Train, who won up to a mile and a quarter in the United States and was the best three-year-old filly of her generation there, Be My Guest has a pedigree that suggests he ought not to be too keen to stay a mile and a half at Epsom on Derby Day.

He cost his owner Diana Manning 177,000 guineas when he was sold at Killybeggs in Ireland two years ago. He may have looked expensive at the time but yesterday his critics can only have begun to have second thoughts. Having seen her brother, Raymond Guest, win the Derby with Larkspur and Sir Ivor, Mrs Manning is understandably keen to win it, especially as her colt Prince Regent looked very unlikely to finish only third in the race in 1969, Prince Regent, who won the Coddington Stakes for her in 1969, Prince Regent, who won the Coddington Stakes for her in 1969...

There is not a great deal to say about the racing at Epsom today other than the fact that the City and Suburban Stakes has attracted a mediocre field and like the Great Metropolitan it seems to have lost its former glamour. Major Lord and Yellow Boy, second and fourth, respectively, in the Rosebery Stakes at Kempton, were each other on once again on terms that favour Yellow Boy.

'Primes' for fillies races would be welcome boost for breeders

By Michael Phillips

Help for British breeders may well be on the way. At Monday's meeting of the Racing Industry Liaison Committee (RILC) the Thoroughbred Breeders' Association's proposal that 'primes' should be introduced in 1978 for all fillies races was considered and not opposed. Apparently RILC decided that although protectionist measures should not be encouraged, some form of help for the British breeder was urgently required in the present circumstances and that primes were the best method of giving it.

Basically a prime is a prize over and above the usual prize money to the winner of qualifying races in France these are awarded to French-bred winners of all races on the basis of 50 per cent of the usual prize money at Longchamps and Derby and 30 per cent elsewhere. The TBA's proposal is that they should be introduced in 1978 on the basis of 50 per cent of the prize for all British-bred winners of races confined to fillies.

It is not possible to have breeders' prizes, the TBA believe that the only alternative way of giving effective support to home breeders would be by bringing in a prime for horses bred and raised in the United Kingdom. The Racing Club's paper on breeders' prizes accepts that there is concern at the lack of retention of well-bred fillies, and the Levy Board also accept the need to safeguard the breeding stock. The TBA has consistently supported the need to encourage the production in this country of the highest possible class of racehorse and it is now their belief that the standards that currently exist can best be maintained by assisting in the retention of the greatest possible number of well-bred fillies.

Increase in prize money for six weeks

There will be a 15 per cent increase in prize money for all jump racing in the six-week period from May 2 until the end of the season in June. This financial short-term-aim for jump racing comes from the Horserace Betting Levy Board as a further means of compensating the racing industry for the recent number of race cancellations knocked out by the weather this winter. As well as the increase in prize money the Levy Board is also financing the 20 additional National Hunt meetings already allocated.

£3.6m Blushing Groom bid

I hear from the TBA that they, along with the Irish Bloodstock Breeders' Association, have been informed by the Aga Khan that he has had a firm bid of £3.6m for the three-year-old colt, Blushing Groom, writes Michael Phillips. It will be difficult for European breeders to come up with an offer to match that figure.

Blushing Groom, the current favourite for our Derby and due to run next in the French, 2,000 Guineas, was bought on Sunday, became the first horse since My Swallow to bring off the two-year-old Derby. Blushing Groom, writes Michael Phillips, it will be difficult for European breeders to come up with an offer to match that figure.

Watts rides his luck for a fourth winner

By Michael Seely

Bill Watts saddled his fourth winner in as many racing days at Nottingham yesterday when the 6-4 favourite, Mountain Cross, defied his 6lb penalty for winning at Haydock Park. In the Trent Stakes Handicap Stakes, the 6-4 favourite, Mountain Cross, defied his 6lb penalty for winning at Haydock Park. In the Trent Stakes Handicap Stakes, the 6-4 favourite, Mountain Cross, defied his 6lb penalty for winning at Haydock Park.

Epsom programme

Table with 3 columns: Race Name, Time, and Details. Races include 2.0 BANSTAD STAKES, 2.30 LADDER LEISURE HANDICAP, 3.5 HYDE PARK STAKES, 4.0 GREAT SURREY HANDICAP, 4.45 KINGSWOOD STAKES, 4.55 BENTLEY HANDICAP, 5.15 FRYSTON STAKES, 5.45 BURNING HOUSE LANE HURDLE, 6.00 BURWARTON STEEPLECHASE, 6.30 COURT OF HILL HURDLE, 6.45 BURWARTON STEEPLECHASE, 7.00 BURWARTON STEEPLECHASE, 7.30 BURWARTON STEEPLECHASE, 7.45 BURWARTON STEEPLECHASE, 8.00 BURWARTON STEEPLECHASE, 8.15 BURWARTON STEEPLECHASE, 8.30 BURWARTON STEEPLECHASE, 8.45 BURWARTON STEEPLECHASE, 9.00 BURWARTON STEEPLECHASE, 9.15 BURWARTON STEEPLECHASE, 9.30 BURWARTON STEEPLECHASE, 9.45 BURWARTON STEEPLECHASE, 10.00 BURWARTON STEEPLECHASE, 10.15 BURWARTON STEEPLECHASE, 10.30 BURWARTON STEEPLECHASE, 10.45 BURWARTON STEEPLECHASE, 11.00 BURWARTON STEEPLECHASE, 11.15 BURWARTON STEEPLECHASE, 11.30 BURWARTON STEEPLECHASE, 11.45 BURWARTON STEEPLECHASE, 12.00 BURWARTON STEEPLECHASE, 12.15 BURWARTON STEEPLECHASE, 12.30 BURWARTON STEEPLECHASE, 12.45 BURWARTON STEEPLECHASE, 13.00 BURWARTON 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DOMESTIC SITUATIONS

**AU PAIR, HORSE GIRL**  
for little stud and dog breeding. Over 18 years. Driving licence and dressage experience preferred. Wanted at once. Pay negotiable.  
Write or phone Mr. Z. Bethmann, Rothemann, 2331 Waabs, Northern Germany. Germany 04 352 2551.

**COOK**  
Laidy, aged 40, qualified and highly experienced in international cuisine and a car driver. Must be flexible with no family commitments and able to travel. Lady of the house likes to cook from time to time and requires your help in secondary role at those times.  
Accommodation London & Country.  
Car provided. Excellent salary for suitable applicant.  
Ref: 01-588 7795.  
Age 40-45 years.

**RELIABLE WOMAN OR COUPLE**  
Offered attractive part-time housework, 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**WANTED—Reliable person** for job as a housekeeper, 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**OWNERS of Castello Trobbia**, near Florence, require competent housekeeper for 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**SYDNEY, AUSTRALIA—Mother** of 10-year-old boy and 8-year-old girl. Seeking a housekeeper for 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**MARRIED COUPLE** as Cook and housekeeper for 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**COOK REQUIRED** by South Coast family. Good wages and accommodation. Write Box 1001 J, The Times.

**ACADEMIC/JOURNALIST** in W.I. required for 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**BABY SITTERS WANTED**, £1 per hour. Write Box 1001 J, The Times.

**CANADA**—An Au Pair or Nanny for 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**MAINTENANCE** required for 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**REQUIRE** for 10-12 hours per week, 3-4 days per week, in a pleasant home. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

Appointments Vacant

**GENERAL VACANCIES**  
**INFORMATION OFFICER**  
£4,500-£5,000 E.C.4  
Our client, a leading Management Consultancy located in the City, is currently seeking a Manager for its Information Office. The successful candidate will be responsible for the collection, analysis and dissemination of information on a wide range of subjects. The successful candidate will be a graduate with a degree in a relevant subject, preferably in a social science, and will have a minimum of 3 years' experience in a similar position. For further details please contact Jane Crosthwaite.

**JANE CROSTHWAITE RECRUITMENT**  
24 Beauchamp Place, SW13 7LJ. Tel: 01-581 2977

**MANAGEMENT AND EXECUTIVE**  
**SALES MANAGER**  
FOR  
**Agricultural Chemicals**  
We are a trading company, part of an international group, and due to expansion we seek a person with experience particularly in this field, exports worldwide. We are looking for an ambitious person willing to work hard and develop his own department. Expecting a good remuneration according to his efforts. Age 30-40.  
Good salary and commission.  
Please write with curriculum vitae to:  
**INTERCITY CHEMICALS LIMITED**,  
35 Woodford Avenue, Gants Hill, Ilford, Essex.  
**PUBLIC AND EDUCATIONAL APPOINTMENTS**

**UNIVERSITY OF BRISTOL**  
**STUDENTS' HEALTH SERVICE**  
Applications are invited for the post of full-time **MEDICAL OFFICER** in the Students' Health Service of the University, which includes care of the nursing and some other staff of the hospital of the University. The person appointed will be one of four physicians responsible for a general practice, so that experience in general practice will be a valuable asset. The successful candidate will be a graduate with a degree in a relevant subject, preferably in a social science, and will have a minimum of 3 years' experience in a similar position. For further details please contact Jane Crosthwaite.

**GENERAL VACANCIES**  
**MASTER MECHANIC**  
TOOLMAKING/PRODUCTION EQUIPMENT  
Ability to design, build, maintain, and repair tooling and production equipment. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**GENERAL ASSISTANTS FOR HOTEL**  
Well educated country hotel. Responsible people required for reception, housekeeping, and general assistance. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

**STOCKBROKERS**  
Dealing room. Alert person (19-25) with clear speech required to work on dealing with clients. Good salary. No family commitments. High references. Write Box 1001 J, The Times.

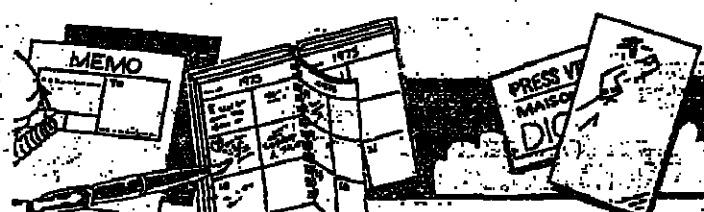
**COOK EXCITING FOOD**  
In Salisbury's good food hotel. Good wages and accommodation. Write Box 1001 J, The Times.

**THE LADY**  
has a vacancy for an **EXPERIENCED SENIOR EDITORIAL ASSISTANT** in a leading London newspaper. The successful candidate will be a graduate with a degree in a relevant subject, preferably in a social science, and will have a minimum of 3 years' experience in a similar position. For further details please contact Jane Crosthwaite.

**NOTICE**  
An advertisement is subject to the conditions of acceptance of Times Newspapers Limited, copies of which are available on request.

**THE FAMILY PLANNING ASSOCIATION OF HONG KONG**  
Applications are invited for the full time post of Assistant Director (Medical) to begin as soon as possible. Applicants should have a medical qualification registrable in Hong Kong. Experience in gynaecology or family planning is preferable. Duties include (a) planning and organization of new and existing clinics and their internal arrangements, (b) responsibility for the medical records and preparation of reports, (c) assessment of the various methods of contraception and training in their effectiveness and (d) responsibility for the medical aspects of education and training programmes and provide medical information for all publicity programmes.  
The monthly salary scale: HK\$4,600-£3,500-£5,000-£6,500-£8,000-£9,500-£11,000-£12,500-£14,000-£15,500-£17,000-£18,500-£20,000-£21,500-£23,000-£24,500-£26,000-£27,500-£29,000-£30,500-£32,000-£33,500-£35,000-£36,500-£38,000-£39,500-£41,000-£42,500-£44,000-£45,500-£47,000-£48,500-£50,000-£51,500-£53,000-£54,500-£56,000-£57,500-£59,000-£60,500-£62,000-£63,500-£65,000-£66,500-£68,000-£69,500-£71,000-£72,500-£74,000-£75,500-£77,000-£78,500-£80,000-£81,500-£83,000-£84,500-£86,000-£87,500-£89,000-£90,500-£92,000-£93,500-£95,000-£96,500-£98,000-£99,500-£101,000-£102,500-£104,000-£105,500-£107,000-£108,500-£110,000-£111,500-£113,000-£114,500-£116,000-£117,500-£119,000-£120,500-£122,000-£123,500-£125,000-£126,500-£128,000-£129,500-£131,000-£132,500-£134,000-£135,500-£137,000-£138,500-£140,000-£141,500-£143,000-£144,500-£146,000-£147,500-£149,000-£150,500-£152,000-£153,500-£155,000-£156,500-£158,000-£159,500-£161,000-£162,500-£164,000-£165,500-£167,000-£168,500-£170,000-£171,500-£173,000-£174,500-£176,000-£177,500-£179,000-£180,500-£182,000-£183,500-£185,000-£186,500-£188,000-£189,500-£191,000-£192,500-£194,000-£195,500-£197,000-£198,500-£200,000-£201,500-£203,000-£204,500-£206,000-£207,500-£209,000-£210,500-£212,000-£213,500-£215,000-£216,500-£218,000-£219,500-£221,000-£222,500-£224,000-£225,500-£227,000-£228,500-£230,000-£231,500-£233,000-£234,500-£236,000-£237,500-£239,000-£240,500-£242,000-£243,500-£245,000-£246,500-£248,000-£249,500-£251,000-£252,500-£254,000-£255,500-£257,000-£258,500-£260,000-£261,500-£263,000-£264,500-£266,000-£267,500-£269,000-£270,500-£272,000-£273,500-£275,000-£276,500-£278,000-£279,500-£281,000-£282,500-£284,000-£285,500-£287,000-£288,500-£290,000-£291,500-£293,000-£294,500-£296,000-£297,500-£299,000-£300,500-£302,000-£303,500-£305,000-£306,500-£308,000-£309,500-£311,000-£312,500-£314,000-£315,500-£317,000-£318,500-£320,000-£321,500-£323,000-£324,500-£326,000-£327,500-£329,000-£330,500-£332,000-£333,500-£335,000-£336,500-£338,000-£339,500-£341,000-£342,500-£344,000-£345,500-£347,000-£348,500-£350,000-£351,500-£353,000-£354,500-£356,000-£357,500-£359,000-£360,500-£362,000-£363,500-£365,000-£366,500-£368,000-£369,500-£371,000-£372,500-£374,000-£375,500-£377,000-£378,500-£380,000-£381,500-£383,000-£384,500-£386,000-£387,500-£389,000-£390,500-£392,000-£393,500-£395,000-£396,500-£398,000-£399,500-£401,000-£402,500-£404,000-£405,500-£407,000-£408,500-£410,000-£411,500-£413,000-£414,500-£416,000-£417,500-£419,000-£420,500-£422,000-£423,500-£425,000-£426,500-£428,000-£429,500-£431,000-£432,500-£434,000-£435,500-£437,000-£438,500-£440,000-£441,500-£443,000-£444,500-£446,000-£447,500-£449,000-£450,500-£452,000-£453,500-£455,000-£456,500-£458,000-£459,500-£461,000-£462,500-£464,000-£465,500-£467,000-£468,500-£470,000-£471,500-£473,000-£474,500-£476,000-£477,500-£479,000-£480,500-£482,000-£483,500-£485,000-£486,500-£488,000-£489,500-£491,000-£492,500-£494,000-£495,500-£497,000-£498,500-£500,000-£501,500-£503,000-£504,500-£506,000-£507,500-£509,000-£510,500-£512,000-£513,500-£515,000-£516,500-£518,000-£519,500-£521,000-£522,500-£524,000-£525,500-£527,000-£528,500-£530,000-£531,500-£533,000-£534,500-£536,000-£537,500-£539,000-£540,500-£542,000-£543,500-£545,000-£546,500-£548,000-£549,500-£551,000-£552,500-£554,000-£555,500-£557,000-£558,500-£560,000-£561,500-£563,000-£564,500-£566,000-£567,500-£569,000-£570,500-£572,000-£573,500-£575,000-£576,500-£578,000-£579,500-£581,000-£582,500-£584,000-£585,500-£587,000-£588,500-£590,000-£591,500-£593,000-£594,500-£596,000-£597,500-£599,000-£600,500-£602,000-£603,500-£605,000-£606,500-£608,000-£609,500-£611,000-£612,500-£614,000-£615,500-£617,000-£618,500-£620,000-£621,500-£623,000-£624,500-£626,000-£627,500-£629,000-£630,500-£632,000-£633,500-£635,000-£636,500-£638,000-£639,500-£641,000-£642,500-£644,000-£645,500-£647,000-£648,500-£650,000-£651,500-£653,000-£654,500-£656,000-£657,500-£659,000-£660,500-£662,000-£663,500-£665,000-£666,500-£668,000-£669,500-£671,000-£672,500-£674,000-£675,500-£677,000-£678,500-£680,000-£681,500-£683,000-£684,500-£686,000-£687,500-£689,000-£690,500-£692,000-£693,500-£695,000-£696,500-£698,000-£699,500-£701,000-£702,500-£704,000-£705,500-£707,000-£708,500-£710,000-£711,500-£713,000-£714,500-£716,000-£717,500-£719,000-£720,500-£722,000-£723,500-£725,000-£726,500-£728,000-£729,500-£731,000-£732,500-£734,000-£735,500-£737,000-£738,500-£740,000-£741,500-£743,000-£744,500-£746,000-£747,500-£749,000-£750,500-£752,000-£753,500-£755,000-£756,500-£758,000-£759,500-£761,000-£762,500-£764,000-£765,500-£767,000-£768,500-£770,000-£771,500-£773,000-£774,500-£776,000-£777,500-£779,000-£780,500-£782,000-£783,500-£785,000-£786,500-£788,000-£789,500-£791,000-£792,500-£794,000-£795,500-£797,000-£798,500-£800,000-£801,500-£803,000-£804,500-£806,000-£807,500-£809,000-£810,500-£812,000-£813,500-£815,000-£816,500-£818,000-£819,500-£821,000-£822,500-£824,000-£825,500-£827,000-£828,500-£830,000-£831,500-£833,000-£834,500-£836,000-£837,500-£839,000-£840,500-£842,000-£843,500-£845,000-£846,500-£848,000-£849,500-£851,000-£852,500-£854,000-£855,500-£857,000-£858,500-£860,000-£861,500-£863,000-£864,500-£866,000-£867,500-£869,000-£870,500-£872,000-£873,500-£875,000-£876,500-£878,000-£879,500-£881,000-£882,500-£884,000-£885,500-£887,000-£888,500-£890,000-£891,500-£893,000-£894,500-£896,000-£897,500-£899,000-£900,500-£902,000-£903,500-£905,000-£906,500-£908,000-£909,500-£911,000-£912,500-£914,000-£915,500-£917,000-£918,500-£920,000-£921,500-£923,000-£924,500-£926,000-£927,500-£929,000-£930,500-£932,000-£933,500-£935,000-£936,500-£938,000-£939,500-£941,000-£942,500-£944,000-£945,500-£947,000-£948,500-£950,000-£951,500-£953,000-£954,500-£956,000-£957,500-£959,000-£960,500-£962,000-£963,500-£965,000-£966,500-£968,000-£969,500-£971,000-£972,500-£974,000-£975,500-£977,000-£978,500-£980,000-£981,500-£983,000-£984,500-£986,000-£987,500-£989,000-£990,500-£992,000-£993,500-£995,000-£996,500-£998,000-£999,500-£1,001,000-£1,002,500-£1,004,000-£1,005,500-£1,007,000-£1,008,500-£1,010,000-£1,011,500-£1,013,000-£1,014,500-£1,016,000-£1,017,500-£1,019,000-£1,020,500-£1,022,000-£1,023,500-£1,025,000-£1,026,500-£1,028,000-£1,029,500-£1,031,000-£1,032,500-£1,034,000-£1,035,500-£1,037,000-£1,038,500-£1,040,000-£1,041,500-£1,043,000-£1,044,500-£1,046,000-£1,047,500-£1,049,000-£1,050,500-£1,052,000-£1,053,500-£1,055,000-£1,056,500-£1,058,000-£1,059,500-£1,061,000-£1,062,500-£1,064,000-£1,065,500-£1,067,000-£1,068,500-£1,070,000-£1,071,500-£1,073,000-£1,074,500-£1,076,000-£1,077,500-£1,079,000-£1,080,500-£1,082,000-£1,083,500-£1,085,000-£1,086,500-£1,088,000-£1,089,500-£1,091,000-£1,092,500-£1,094,000-£1,095,500-£1,097,000-£1,098,500-£1,099,000-£1,101,000-£1,102,500-£1,104,000-£1,105,500-£1,107,000-£1,108,500-£1,110,000-£1,111,500-£1,113,000-£1,114,500-£1,116,000-£1,117,500-£1,119,000-£1,120,500-£1,122,000-£1,123,500-£1,125,000-£1,126,500-£1,128,000-£1,129,500-£1,131,000-£1,132,500-£1,134,000-£1,135,500-£1,137,000-£1,138,500-£1,140,000-£1,141,500-£1,143,000-£1,144,500-£1,146,000-£1,147,500-£1,149,000-£1,150,500-£1,152,000-£1,153,500-£1,155,000-£1,156,500-£1,158,000-£1,159,500-£1,161,000-£1,162,500-£1,164,000-£1,165,500-£1,167,000-£1,168,500-£1,170,000-£1,171,500-£1,173,000-£1,174,500-£1,176,000-£1,177,500-£1,179,000-£1,180,500-£1,182,000-£1,183,500-£1,185,000-£1,186,500-£1,188,000-£1,189,500-£1,191,000-£1,192,500-£1,194,000-£1,195,500-£1,197,000-£1,198,500-£1,199,000-£1,201,000-£1,202,500-£1,204,000-£1,205,500-£1,207,000-£1,208,500-£1,210,000-£1,211,500-£1,213,000-£1,214,500-£1,216,000-£1,217,500-£1,219,000-£1,220,500-£1,222,000-£1,223,500-£1,225,000-£1,226,500-£1,228,000-£1,229,500-£1,231,000-£1,232,500-£1,234,000-£1,235,500-£1,237,000-£1,238,500-£1,240,000-£1,241,500-£1,243,000-£1,244,500-£1,246,000-£1,247,500-£1,249,000-£1,250,500-£1,252,000-£1,253,500-£1,255,000-£1,256,500-£1,258,000-£1,259,500-£1,261,000-£1,262,500-£1,264,000-£1,265,500-£1,267,000-£1,268,500-£1,270,000-£1,271,500-£1,273,000-£1,274,500-£1,276,000-£1,277,500-£1,279,000-£1,280,500-£1,282,000-£1,283,500-£1,285,000-£1,286,500-£1,288,000-£1,289,500-£1,291,000-£1,292,500-£1,294,000-£1,295,500-£1,297,000-£1,298,500-£1,299,000-£1,301,000-£1,302,500-£1,304,000-£1,305,500-£1,307,000-£1,308,500-£1,310,000-£1,311,500-£1,313,000-£1,314,500-£1,316,000-£1,317,500-£1,319,000-£1,320,500-£1,322,000-£1,323,500-£1,325,000-£1,326,500-£1,328,000-£1,329,500-£1,331,000-£1,332,500-£1,334,000-£1,335,500-£1,337,000-£1,338,500-£1,340,000-£1,341,500-£1,343,000-£1,344,500-£1,346,000-£1,347,500-£1,349,000-£1,350,500-£1,352,000-£1,353,500-£1,355,000-£1,356,500-£1,358,000-£1,359,500-£1,361,000-£1,362,500-£1,364,000-£1,365,500-£1,367,000-£1,368,500-£1,370,000-£1,371,500-£1,373,000-£1,374,500-£1,376,000-£1,377,500-£1,379,000-£1,380,500-£1,382,000-£1,383,500-£1,385,000-£1,386,500-£1,388,000-£1,389,500-£1,391,000-£1,392,500-£1,394,000-£1,395,500-£1,397,000-£1,398,500-£1,399,000-£1,401,000-£1,402,500-£1,404,000-£1,405,500-£1,407,000-£1,408,500-£1,410,000-£1,411,500-£1,413,000-£1,414,500-£1,416,000-£1,417,500-£1,419,000-£1,420,500-£1,422,000-£1,423,500-£1,425,000-£1,426,500-£1,428,000-£1,429,500-£1,431,000-£1,432,500-£1,434,000-£1,435,500-£1,437,000-£1,438,500-£1,440,000-£1,441,500-£1,443,000-£1,444,500-£1,446,000-£1,447,500-£1,449,000-£1,450,500-£1,452,000-£1,453,500-£1,455,000-£1,456,500-£1,458,000-£1,459,500-£1,461,000-£1,462,500-£1,464,000-£1,465,500-£1,467,000-£1,468,500-£1,470,000-£1,471,500-£1,473,000-£1,474,500-£1,476,000-£1,477,500-£1,479,000-£1,480,500-£1,482,000-£1,483,500-£1,485,000-£1,486,500-£1,488,000-£

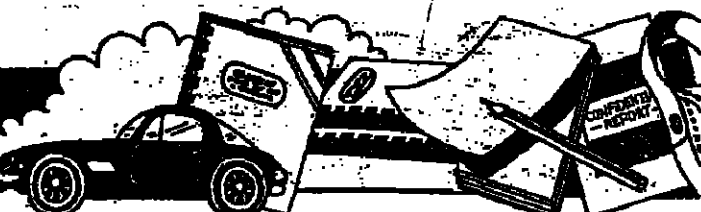




## La creme de la creme Opportunities

-Managerial-Administrative-Secretarial-Personal Assistants-

All recruitment advertisements on this page are open to both male and female applicants.



### THOMSON REGIONAL NEWSPAPERS LTD

#### SECRETARY TO THE GENERAL MANAGER

We are looking for a first-class Secretary for the General Manager at our London Headquarters. You must have good shorthand and typing combined with initiative, the ability to communicate with people at all levels, and a sense of humour. The work is interesting and varied and will appeal to someone who is looking for a rewarding and satisfying job.

Starting salary will be circa £3,000-per annum. We offer five weeks' holiday and a subsidised restaurant. Our offices are situated opposite Mornington Crescent Tube Station.

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CONOCO

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Candidates should be experienced, young and adaptable.

We offer generous salaries, above average working conditions, LVs, holiday leave, overtime pay, and challenging, interesting work.

Please contact our Personnel Dept.  
01-235 4333, ext. 288.

6-7 Grosvenor Place, London S.W.1. Telex: SOGEXL Telephone: 01-235-4333

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c. £3,500 p.a. plus very attractive fringe benefits.

We are a thriving and expanding Multinational Merchant Bank with comfortable modern offices in the City of London.

Two experienced Secretaries with good shorthand and typing skills are needed, one for our International Advisor and another for the Commercial Loans Department. We can promise busy, well-filled days.

The work will be interesting and the environment very pleasant. In addition to a salary of around £3,500 p.a. there are free lunches and other benefits which effectively make these among the best rewarded secretarial positions available today.

Please write, with full details of your experience, to:-

Mrs. Penny Bushell,  
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London EC2N 1EA

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Our clients, a household name and part of a large and highly successful group, require an experienced Secretary for their Group Financial Controller.

This is an extremely interesting opportunity for someone with a good knowledge of finance to gain further involvement in a finance oriented environment.

You'll need to be a born organiser, able to deal with people and make decisions. Typing will have to be fast and accurate while shorthand speed should be 50-100 wpm.

A cheerful but quietly efficient person would be ideal.

Located in SE1, they offer a season ticket scheme, staff allowances on goods, an IBM Golf Ball Typewriter and highly subsidised lunches.

To find out more just contact:-

Top Type  
(Mary Croft's Office)  
29 New Wood Street  
Tel: 01-493 2155/0886

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## Special People

To work in our head office in Kronberg in the attractive Taunus area, 10 miles from Frankfurt.

If you have a good knowledge of German (written and spoken) and would like to work as a secretary or copy-typist in Germany, let us have your application with curriculum vitae as soon as possible. Interviews will take place in England (travelling expenses will be reimbursed).

You may take advantage of our own medical and health services, sauna, canteen facilities, dietary kitchen, flexi-time. The company will also pay your fare to Kronberg and find accommodation for you.

Please write to:  
Susan Dean, Personnel International  
Braun AG, Kronberg  
Am Schanzelweg D-6342 Kronberg  
West Germany

BRAUN

### KNIGHTSBRIDGE £3,500-GERMAN

Secretary/P.A. for two Senior Executives of a rapidly expanding U.S. Leasing Co. in luxury Knightsbridge offices. The right person will have a working knowledge of German, good basic secretarial skills, a sense of humour, flexibility, be able to deal with people and friendly team and enjoy working under pressure at times. As the Executives are married and have children, good English is essential. Age 25/35. £3,500 bonus scheme, free lunches, S.U.P.A.

Please phone Jane Crosthwaite

JANE CROSTHWAITHE  
RECRUITMENT  
24 Redchurch Lane, SW3 1JF Tel: 01-581 5677

### £3,500 ADMIN. ASSISTANT

Needed to work for the Group Marketing Manager of a large industrial holding company in Green Park. This is an unusual opportunity as there is a high demand for secretarial work and you will have a junior to assist you. If you are between 25-35 and have good secretarial skills, then this is the position you have been waiting for. Also 50p L.V. a day.

Senior Secretaries,  
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01-499 0092 01-493 5907

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£4,500 tax free + accommodation, work in Japan as PA to President of a university. The PA/Sec. of an international Insurance Company needs a reliable PA/Sec. Manager seeks a friendly Secretary to cope with varied duties. £3,500. Fund raising co-ordinator for charity. Lively atmosphere, responsible post. CRONE CORRIALL & ASSOC. 628 4835

### "WIND IN THE WILLOWS" KENSINGTON

My super boss is a Consultant with varied interests (including committees, charities, etc.). Working from home, he needs a super

PERSONAL SECRETARY to replace me.

If you are 28+, well educated and a salary of £3,000-£3,500 negotiable (short-term) essential. Must be a Super. Tel: 01-837 8539 for further details.

Johnson  
Senior Sales Assistant

Must be experienced in continuing education, languages, an excellent communicator. Excellent salary plus excellent commission. Apply to Johnson, 21 St. James Street, Knightsbridge, SW1. Tel: 01-235 4874.

### SIR KEITH JOSEPH NEEDS SECRETARY

Stones Square, for Parliamentary and family work, some book-keeping and investment experience essential. Permanent post. Please call Sir Keith Joseph at 1195, to be married. Write (only) 23 Blenheim Walk SW3 6DZ.

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To assist busy international businessman in London. Knowledge of publishing world essential. Must be able to deal with people and have a sense of humour. Salary £3,500-£4,000. Write to: 23 Blenheim Walk SW3 6DZ.

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"THAT AGENCY"  
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01-872 4335  
Open until 7 p.m. tonight.

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A fine blend of extraversion and professionalism is needed in the person who will assist the Chairman of this Marketing Communications Company in his new P.O. Box 1111 management suite. Some knowledge of German, good secretarial skills, a sense of humour, flexibility, be able to deal with people and friendly team and enjoy working under pressure at times. As the Executives are married and have children, good English is essential. Age 25/35. £4,000 bonus scheme, free lunches, S.U.P.A.

Please phone Jane Crosthwaite

JANE CROSTHWAITHE  
RECRUITMENT  
24 Redchurch Lane, SW3 1JF Tel: 01-581 5677

### PUBLISHING £3,500

Chairman/Managing Director of International Publishing Company, part of major group, requires experienced personal assistant. Short-term and typing must be good but are less important than first rate administrative skills. Good knowledge of either French and German essential. Minimum starting salary £3,500+bonus. Offices next to Shepherd's Bush tube. Free car parking facilities. Please ring Miss Foster on 01-749 3926.

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Top Secretary wanted for Director of busy, expanding Advertising Agency. Modern offices at Oxford Circus, friendly atmosphere, good salary for the right person. We want total involvement and, in return, we offer good prospects. Telephone Lindsey on 01-535 5712.

### KNIGHTSBRIDGE Marketing/Advertising

We are the Marketing Consultants to an internationally famous brand of spirit, and operate from luxurious offices in Knightsbridge. We need a lively Secretary/P.A. with excellent skills and sense of humour. If you fit the description we could offer you a marvellous position with one of our Marketing Managers and even pay you! Total salary around £3,500 + valuable benefits.

Phone David Evans on 235 9391

### BUFFY

require immediately an experienced Secretary. If you are used to sewing, couture clothes and would like to work in Mayfair.

Please phone 629 1976 Between 9.30-4

### LIAISON PA ABLE TO PREPARE BUDGETS

Immediate opportunity for an experienced Secretary with a sound accountancy background. Liaison role at a major City company. Excellent salary and benefits. Write to: 23 Blenheim Walk SW3 6DZ.

### DEPUTY CHAIRMAN PERSONAL SECRETARY

£3,500 with prospects. Interesting work in pleasant offices in Mayfair. Start immediately. Write, giving curriculum vitae, to Box 0827 J, The Times.

### VALUE APPROX £100 PER WEEK

General factoring, information, insurance, house-keeping, cleaning, maintenance, and assisting P.A. Sec. Permanent position. Salary £3,500-£4,000. Write to: 23 Blenheim Walk SW3 6DZ.

TELEPHONE 01-722 1153 1 ALBERT TERRACE MEWS LONDON NW1 7AY

### Secretary/P.A.

The London Residential Partner is looking for a Secretary/P.A. with first class secretarial experience. This appointment requires a level-headed person able to cope under pressure. It also requires total involvement with an extremely busy team. Age 23/35. Salary £3,000+ according to experience.

Please telephone Miss McKeane or write for application form.

Knight Frank & Rudley  
20 Hanover Square London W1R 0AH  
Telephone 01-629 8171 Telex 265384

### Dynamic Secretary/P.A. for Director of Publicity

From the beginning of May, 1977, an internationally famous company requires an experienced and highly versatile Secretary/P.A., a man or woman with a strong sense of responsibility, to join the UK Director of Advertising and Public Relations at its attractive West End offices.

A pleasant personality, excellent secretarial skills, an ability to work on your own initiative, plus a sound knowledge of French and Italian, are essential.

Preferred age group: 25 to 30. Starting salary will be £3,250 plus benefits.

Please write, with a detailed CV and naming companies to which we should not forward your application, to: Bruce Cattell, Universal McCann Limited, 36 Howland Street, London W1P 6DD. 01-580 6690.

### DUBAI

£6,000+ TAX FREE

Our client is a rapidly expanding Canadian Oil Company short of staff in Dubai. They are looking for those to fill the following positions:

P.A./Sec. to President  
P.A./Sec. to Financial Controller  
P.A./Sec. to Chief Engineer

Free furnished accommodation, one year renewable contract. One month annual home leave, flight air fare paid. Annual bonus and cost of living allowance. Write to: 23 Blenheim Walk SW3 6DZ.

01-499 0092 01-493 5907

### American writer on international affairs, alternating London and Washington, requires well educated, resourceful, personable and mobile lady to serve as research assistant and social secretary. Excellent opportunity for student of international affairs, aspiring writer or lover of adventure and interesting social life. Salary £5,000 but negotiable upwards or downwards depending on employment history. Include recent photograph on application.

Box 0898 J, The Times.

### I.T.N. SECRETARY TO THE EDITORIAL MANAGER

Salary £3,400 p.a.

Our Editorial Manager needs a Secretary to work at Independent Television News in the West End. The successful applicant must have good secretarial and administrative abilities and experience. Exact and courteous are essential. We offer generous benefits, pension benefits, subsidised staff restaurant and season ticket loan scheme.

Anyone who feels able to offer the qualities we seek and would appreciate working in a fast-moving atmosphere should telephone 01-627 3144 for an application form, quoting 1005.

### FOREIGN TRADE

Busy Managing Director of fast expanding City company offers interesting and absorbing work to a competent and educated Secretary with a quick mind, lots of energy and initiative. The successful applicant will have to be capable of taking considerable responsibility in a small friendly organisation. Own office plus electric typewriter.

Salary negotiable around £3,500 plus Christmas bonus and LVs. (Holidays included).

Please ring and speak direct to Mr. Walsh, 01-853 8991 for immediate appointment.

### Personnel Secretary

Do you enjoy a fast pace and plenty of work involvement? Have you excellent shorthand and typing - at least 130/50 w.p.m.? Have you a fair knowledge of the initiative to plan a working day? Are you between 22 and 35? Then we have the job that could suit you: Personnel Secretary to our National Staff Director.

You would help to administer the personnel programme of a very large International firm of Chartered Accountants. From pleasant offices near St. Paul's, you would be dealing with our many offices in Britain and throughout the world.

You should be able to get on well with all kinds of people, and since much of your work will be confidential, you should be sensibly discreet as well.

We can promise you plenty of action, interest, and scope. To find out more about this challenging opportunity, the salary and other benefits which you would expect from a large professional firm, please contact Jean Oliver on 01-606 4040.

### Coopers & Lybrand

C&L

### EXECUTIVE SECRETARY/PA

International H.Q. in Mayfair

Excellent opportunity for intelligent, able and experienced P.A./Secretary (aged 26+) to work for young Director of large International Media Publishing Company.

The right person will become a vital member of a team working in a small busy office, often under pressure. In addition to normal secretarial responsibilities, the job will include organising conferences and dealing with clients. There will be ample scope to develop own initiative.

Excellent shorthand and typing speeds are of the utmost importance. A foreign language whilst not essential would be useful. Even disposition and a sense of humour is a must. The job offers a good salary, five weeks' holiday and all the usual fringe benefits of a large organization. Please write in confidence stating age, qualifications, career, to date and current salary to:

MISS B. SMITH, PERSONNEL MANAGER,  
CHAPPELL & CO. LIMITED,  
59 NEW BOND STREET, LONDON, W.1.

### SECRETARY FOR INTERNATIONAL BANK

If you have good shorthand and typing speeds and like the idea of being a secretary in a large international bank, with some of the most modern offices in town - why not contact Citibank?

You'd be working for the OI and Mining Department of our World Corporation Group. It'll be different and lots of fun!

Besides a salary of around £2,800 a year, there are lots of other benefits: low-cost mortgage, season ticket loan, generous holidays, and so on.

Ring Joanne Cronin at Citibank on 01-240 1222 ext. 2191.

### £3,500 to £4,000

Today's Premium List contains impartial reports on 17 Secretary/P.A. vacancies in this range, including comments on work content, scope for initiative, involvement and advancement, personality of the boss, hours and overtime, location, salary, fringe benefits, and other known facts and advantages.

Equally impartial, detailed, anonymous reports on secretaries are sent to employers before a nomination, with a view not only to attracting like to like but also to avoiding abortive interviews.

For our daily list (updated to hour of posting) and full details of our unusual system, please call  
PREMIUM SECRETARIES  
486 2667 or 486 7877  
(Open weekdays 9 a.m. to 7 p.m. - or later by arrangement)

### AUDIOS IN KENSINGTON AUDIO SECRETARY

Are you the missing piece for MD of Jig-Saw Company who needs someone to help him sort out his puzzles? £3,500 + bonus.

AUDIO PA  
Capable and reliable for Senior Partner level. £4,000.

Contact Judy Blythin,  
Albemarle Appointments,  
31 Berkeley St. W.1.  
Tel: 01-499 3712

### nine eleven personnel

TEMP CONTROLLER KENSINGTON £4,000 + a.s.o.

Small successful employment agency is opening a new department. We need an experienced and capable person to run it. Delightful working conditions, flexible hours, excellent independence and all facilities to enable the successful candidate to work in a most enjoyable and profitable environment. For details, please call 937 9801.

### ADVERTISING

International Planning Director seeks motivated P.A./Sec. Must be well dressed, accustomed to deal with clients, able to deal with a demanding job. Salary £3,500.

Receptionist, 26+, meeting and receiving clients. Must be well groomed with responsible outlook. £3,600 + p.a.

MARLENE LERNER PERSONNEL  
10 Wimpole Street, W.1.  
01-497 3022

### SECRETARY FOR SOCIAL SERVICES

We need a senior Shorthand Typist for our small social services department to provide secretarial support to the Director and other senior staff. Electric typewriter, modern offices close to Aldgate Tube.

For details ring Mr. Smith on 005 0030, ext. 2210

Coronation of London, Social Services Department, 222, Court Road, W.1.  
London EC2Y 6BL

### £4,000 neg.

German/English (both spoken). P.A./Sec. for Deputy Director. 23-30.

£3,500  
Personnel Secretary. A local education for large City group's Personnel Director.

MORE FROM  
M. & J. PERSONNEL  
688 0174

### £3,500 +10% BONUS EXEC. S/H SEC.

Age 26-35 (or E.C.S. Immigrant). Must have 10 years' experience in a large City group's Personnel Director.

RING DAPHNE (EXEC. SEC.)  
Alongside Agency

### Metropolitan Regional Examinations Board

#### Secretary/Personal Assistant

(£2,787-£3,276)

Applications are invited for the post of Secretary/Personal Assistant to one of the Board's Principal Officers.

The work is varied and interesting. 24 days' holiday. Luncheon vouchers. 35-hour week. Salary point fixed in the light of experience.

Application forms and further details should be requested by postcard from the undersigned.

D. H. BOARD, R.A., Secretary to the Board,  
Metropolitan Regional Examinations Board,  
Lyons House, 165 Wandsworth High Street,  
London, SW18 4LF  
(or telephone 01-870 2144, Mrs. Loggins)

### Head of Secretarial Services

£3,600-£4,000 +

London, W.C.2. Consultancy Group  
Fast growing specialist consultancy group in The Strand, W.C.2. PC seeking an experienced Secretarial Administrator to head up a centralised direction comprising team staff. Candidates should be mature and capable of dealing with high competence in audio typing, experience in staff control and administration, and possessing both a sense of humour and an outgoing personality.

The environment is very smart, even luxurious and colleagues are young and highly professional, friendly and informal.

Applications to Mrs Lynne Koss, 01-896 9501.

### PA Management Consultants Ltd.

#### SENIOR SECRETARY

We require a Senior Secretary to work for the Divisional Manager, Human Resources and his team of consultants in our Knightsbridge office. This is a varied and interesting position which, apart from the usual secretarial skills, demands a mature, confident and well-organized person, capable of dealing with people and clients and consultants equally efficiently.

Age 25-35.  
Company benefits include: Luncheon Vouchers, 4 weeks' holiday. Please send CV to, or ring for application form to: Mrs. Lorraine Brown, PA Management Consultants Limited, Rothenham House, 13 Grosvenor Crescent, London SW1 7EG. Tel: 01-235 7650.

### CONFEDERATION OF BRITISH INDUSTRY PARLIAMENTARY OFFICE

#### SECRETARY

for newly-established Parliamentary Office, working as one of a team of three providing an information service for MPs, Peers and CBI Members. Experience of Parliamentary or other political work preferable, plus good telephone manner and secretarial skills.

If you are interested, please get in touch with Jane Hopkinson, CBI, 21 Tothill Street, London SW1H 9LP, 030 6711 ext. 5.

Senior Secretary  
Hong Kong

ITALIAN Commercial Information

SECRETARY/PA

SECRETARY/PA

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SECRETARY/PA

SECRETARY/PA



# La creme de la creme Opportunities

—Managerial—Administrative—Secretarial—Personal Assistants—

All recruitment advertisements on this page are open to both male and female applicants.

## Senior Personal Secretary

Hong Kong. Up to £5,475 p.a.

- 25% gratuity on salary
- Low tax area
- Free medical treatment
- Free passages
- Generous terminal leave
- Subsidised accommodation

The Hong Kong Government requires a Senior Personal Secretary to work for one or more senior officials.

Applicants must (i) have completed secondary education, preferably with passes in five G.C.E. 'O' level subjects; (ii) have shorthand and typing speeds of 110 w.p.m. and 50 w.p.m. respectively; and (iii) have at least five years' experience as a personal secretary.

Appointment will be for an initial period of 2½ years. The salary scale is HK\$ 2,860-HK\$ 3,650 per month (approximately £4,290-£5,475 p.a.).

For further information and an application form, write to the Hong Kong Government Office, 6 Grafton Street, London, W1X 3LB, quoting reference GS/SPS at the top of your letter. Closing date for return of application forms 6th May 1977.

\* Based on exchange rate HK\$100 = £1.00. This rate is subject to change.

Hong Kong Government

## SECRETARY MERCHANT BANK

Our client seeks enthusiastic Secretary to work for busy Director specializing in Overseas Investments. Previous experience within this sphere an advantage, and tip top skills and organising ability vital. Age 27-30.

**INTERNATIONAL HOTEL GROUP, W.I.**  
Our client seeks Secretary with Sales & Marketing skills plus office skills flexibility to work for Director in small London office: an interesting post involving co-ordination of European and American activities. Age 22-27.

## KENSINGTON

Senior Professor needs lively self motivated Secretary who enjoys a busy academic environment. Confers with students and outside organisations, so a tactful and friendly personality essential as well as excellent formal skills. Modern office, good benefits and excellent sports facilities.

## Career plan

17 Air Street, W1  
734 4284

## PERSONAL ASSISTANT with SECRETARIAL CAPABILITY

required for expanding engineering company in West Midlands with the ability to combine confidential secretarial work with office administration. This is an ideal post for someone who enjoys a variety of duties, including Personnel, Finance, Cash, Book and Confidential secretarial work. Own office, 4 weeks' holiday. Age 28-35.

Contact: Miss M. Cornforth 01-235 9984

**E.C.1. £3,300 + Benefits**  
The Commercial Director of this well-known Company will involve his secretary in the whole gamut of his wide responsibilities which include Sales, Marketing, Technical and Commercial Training and the organising of promotions and receptions. A bright, attractive personality, aged 24 plus. Four weeks' holiday, superb catered canteen. Discount on purchases and other allowances.

Contact: Miss M. Cornforth 01-235 9984

**FRANKFURT £7,142**  
Two Bilingual Secretaries are required by a firm of Consulting Engineers. Working with a team of four Civil Engineers they will assist in the projects and be responsible for the translation of technical documents (German/English). Short hand is not essential, but typing must be good (60-70 w.p.m.) and Audio experience is required. International Staff. Age 24 and over.

Contact: Mrs J. Armit 01-235 9984

**Late night opening 6.45 pm every Thursday.**  
Telephone Mrs Dorothy Allison (Manager) on 01-235 9984 for an appointment at 4-5 Grosvenor Place, Hyde Park Corner, SW1

**BRITISH TOURIST AUTHORITY SECRETARY TO DIRECTOR**  
BTA is a statutory body concerned with promoting tourism to Britain. As a result of an internal promotion we seek to recruit a Senior Secretary to work for our Director, Finance and Administrative Services.

This is an interesting and busy job encompassing the full range of secretarial duties. We seek an experienced Secretary who is well organised and capable of working on her own initiative and under pressure on occasions.

First-class shorthand and typing are essential and experience of working at Director level would be an advantage.

Duties to include correlation of all information, a certain amount of public relations work and other interesting activities. The ability to type is essential. Preferred age 22-28. Starting salary approx. £4,000 p.a., bonus, L.V's, 3 weeks holiday.

Apply in writing to Managing Director P. M. DAVIDSON (GROUP SERVICES) Ltd, Walkden House, Melton Street, London NW1 2EH

**Fantastic Career Prospects NON-SECRETARIAL**  
Do you want a challenge—the chance to really stretch yourself? It's all waiting for you as a Counselor with our rapidly expanding International Personnel Organisation. You'll represent an exciting Client Companies with staff problems, and guiding Job Seekers. Full training, the opportunity to progress into management, a top salary and most of all, job satisfaction await you. If you are ambitious, quick thinking, with plenty of common sense and initiative to see a job through from start to finish call us now.

Apply: Mrs. Rita Cornfield, Personnel Officer, (Home Staff), BTA, Queen's House, 54 St. James's Place, London W1A 1AF.

**NATIONAL NEWSPAPERS Secretary**  
Sales Director of a National Newspapers Publishing Group requires a highly motivated, energetic and experienced Secretary to assist in the running of the office. The post involves a wide range of duties, including correspondence, typing, and general office work. The successful candidate will be a member of the Institution of Secretaries. Salary: £3,000 per annum. Hours: 9.30-5.30. 4 weeks annual holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

**CLUTTONS CHARTERED SURVEYORS**  
3 FIRST CLASS SHORTHAND SECRETARIES  
Secretary 25+  
The applicant must be intelligent and capable of working with speed and accuracy.

Secretary 20 to 30  
Intelligent and hard working person to work in the Middle East.

Secretary 20 to 25  
A good salary will be paid to suitable applicants. L.V's, 3 weeks holiday.

For further details please phone Miss J. Green on 01-222 7055.

**Could you recruit another SENIOR SECRETARY as good as yourself?**  
If you know a good secretary when you see one, perhaps you would like to be charged with the task of recruiting a replacement for your client. This is a challenging and rewarding job. You will be responsible for finding, interviewing and selecting the best person for the job. You will also be responsible for negotiating the terms of employment and for ensuring that the new secretary is properly trained and integrated into the team. This is a job for someone who is confident, energetic and has a good knowledge of the secretarial profession. Salary: £3,500 p.a. plus benefits. Hours: 9.30-5.30. 4 weeks holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

**Miss Efficiency 1977**  
2 Secretaries £3,000 + Bonus  
Come and join our team of secretaries. We are looking for two enthusiastic and efficient secretaries to work for a busy financial controller. The successful candidates will be responsible for a wide range of duties, including correspondence, typing, and general office work. Salary: £3,000 p.a. plus bonus. Hours: 9.30-5.30. 4 weeks holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

**SMART YOUNG PERSONS**  
Sales Demonstrators  
To attend our annual sales demonstration in London. You will be responsible for promoting our products and services to a large audience. You will also be responsible for collecting orders and for ensuring that the demonstration runs smoothly. This is a job for someone who is confident, energetic and has a good knowledge of sales. Salary: £3,000 p.a. plus bonus. Hours: 9.30-5.30. 4 weeks holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

**SLOANE SQUARE £3,500**  
Director of International Co. with beautiful Chelsea office needs efficient P.A. with good skills and personality.

JAYCAR CARRERS 730 5148

**SECRETARY FOR DOCTOR**  
Top secretary required for busy private West End practice. Interesting work, medical experience not essential. Good salary and L.V's. Telephone 499 1020.

**TEMP SECRETARY P.A.**  
24 months. £25-70 p.w.  
Do you want to avoid a dead-end job? Then come and join our team of secretaries. We are looking for two enthusiastic and efficient secretaries to work for a busy financial controller. The successful candidates will be responsible for a wide range of duties, including correspondence, typing, and general office work. Salary: £25-70 p.w. plus bonus. Hours: 9.30-5.30. 4 weeks holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

**SECRETARY/PA TO EXECUTIVE DIRECTOR**  
I need an intelligent secretary with good shorthand/typing speeds for my expanding firm which provides financial and administrative services to a wide range of clients. Confidentiality is essential. The successful candidate will be responsible for a wide range of duties, including correspondence, typing, and general office work. Salary: £3,000 p.a. plus benefits. Hours: 9.30-5.30. 4 weeks holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

**EXECUTIVE DIRECTOR**  
I need an intelligent secretary with good shorthand/typing speeds for my expanding firm which provides financial and administrative services to a wide range of clients. Confidentiality is essential. The successful candidate will be responsible for a wide range of duties, including correspondence, typing, and general office work. Salary: £3,000 p.a. plus benefits. Hours: 9.30-5.30. 4 weeks holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

## Top Jobs for Executive Secretaries

**AUDIO SEC. W.I. £3,000 Neg.**

A young Audio Secretary, aged 20-27, who will enjoy working in a small estate agent's office, where one will be involved in everything that happens, including customer queries, typing, telephone and visiting premises. A young team, keen on expansion, offers real prospects.

Contact: Miss A. Moriarty 01-235 9984

**E.C.4. Neg: £3,500-£3,750 + Bonus**

An International Finance Company requires a young PA/Secretary for their senior Directors. Probably in the mid-twenties and with experience in Banking, or with a Financial background, the successful candidate will be a particularly happy team. The generous benefits include free lunches at a choice of restaurants, Pension and Medical Schemes, etc.

Contact: Mrs D. Shafer 01-235 9984

**OXFORD ST. £3,500-£4,000**

A well-known Insurance Broker needs a PA/Secretary with the ability to combine confidential secretarial work with office administration. This is an ideal post for someone who enjoys a variety of duties, including Personnel, Finance, Cash, Book and Confidential secretarial work. Own office, 4 weeks' holiday. Age 28-35.

Contact: Miss M. Cornforth 01-235 9984

**E.C.1. £3,300 + Benefits**

The Commercial Director of this well-known Company will involve his secretary in the whole gamut of his wide responsibilities which include Sales, Marketing, Technical and Commercial Training and the organising of promotions and receptions. A bright, attractive personality, aged 24 plus. Four weeks' holiday, superb catered canteen. Discount on purchases and other allowances.

Contact: Miss M. Cornforth 01-235 9984

**FRANKFURT £7,142**

Two Bilingual Secretaries are required by a firm of Consulting Engineers. Working with a team of four Civil Engineers they will assist in the projects and be responsible for the translation of technical documents (German/English). Short hand is not essential, but typing must be good (60-70 w.p.m.) and Audio experience is required. International Staff. Age 24 and over.

Contact: Mrs J. Armit 01-235 9984

**Late night opening 6.45 pm every Thursday.**

Telephone Mrs Dorothy Allison (Manager) on 01-235 9984 for an appointment at 4-5 Grosvenor Place, Hyde Park Corner, SW1

**Secretary to Export Marketing Manager**

James Buchanan & Co Ltd, the proprietor of BLACK & WHITE Scotch Whisky, is a major exporting company within the Distillers Co Ltd Group. The Export Marketing Manager now seeks an experienced Secretary in all everyday duties and to ensure continuity in his occasional absence overseas. Aged 22-30, you should have good typing, shorthand and organisational skills and the potential to develop in a demanding role. An attractive salary is accompanied by a subsidised staff restaurant and other benefits. Four weeks holiday. Location—Green Park.

In the first instance please write with brief career details, or telephone for an application form to John Turner, PA Advising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 8080.

**AMERICAN LAWYERS IN MAYFAIR**

Partner seeks competent and unflappable Shorthand Secretary to run his office and deal with monthly accounts. Varied and interesting work; legal experience not essential.

Salary: £3,000 to £3,500 negotiable

Ring 01-499 3112 for interview

**SECRETARY/PA TO EXECUTIVE DIRECTOR**

I need an intelligent secretary with good shorthand/typing speeds for my expanding firm which provides financial and administrative services to a wide range of clients. Confidentiality is essential. The successful candidate will be responsible for a wide range of duties, including correspondence, typing, and general office work. Salary: £3,000 p.a. plus benefits. Hours: 9.30-5.30. 4 weeks holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

**EXECUTIVE BUSINESS SERVICES LTD.**

6th FLOOR, RADNOR HOUSE, 83-87 REGENT STREET, LONDON W1R 7TG. OR TELEPHONE 01-734 8148 OR 437 3447/7

**For luxury shop in West End of London**

**SALES ASSISTANT**

is required. The following qualities are most desirable:

- engaging personality
- excellent education
- good family background
- minimum age 25 years

Please write enclosing your photograph and giving full details of education and career to date to: Box 1023 J, The Times.

**FLEET STREET**

LEGAT AUDIO SECRETARY  
Required for Partner dealing mainly with litigation and conveyancing. L.V's, 3 weeks holiday. Salary up to £3,500 p.a. For further details please telephone Mr Goldman, 01-252 9921.

**A DAY AT ASCOT**

A night at Ascot can be a very special experience. We are looking for a young, enthusiastic and efficient secretary to work for a busy financial controller. The successful candidate will be responsible for a wide range of duties, including correspondence, typing, and general office work. Salary: £3,000 p.a. plus bonus. Hours: 9.30-5.30. 4 weeks holiday.

APPLY: IONA THORPE, 287, 4455, EXT. 224, OR WRITE TO: MIRROR GROUP MANAGER, ROOM 622, ORBIT HOUSE, NEW FETTER LANE, E.C.4.

**SECRETARY/PA**

required for a young, dynamic Publishing Director of business, literary and entertainment. The right applicant will be a particularly happy team. The generous benefits include free lunches at a choice of restaurants, Pension and Medical Schemes, etc.

Contact: Mrs D. Shafer 01-235 9984

**TEMP SECRETARY P.A.**

24 months. £25-70 p.w.

## Senior Secretarial Opportunity in France

c.F£5000 per month

Avon Cosmetics S.A. is situated at Lancourt, a pleasant town about 25 kms from Paris. The General Manager seeks a thoroughly professional Secretary to assist him in all aspects of his work. This is a unique opportunity for someone with above average secretarial and administrative skills and the confidence and maturity needed to operate effectively at senior level. A total command of French and English—both language and business practice—is mandatory.

An exceptional compensation package is offered, which in addition to an attractive salary includes full relocation assistance, paid home leave and a range of other important benefits.

Initial interviews will be held in London, and applicants should write with full personal and career details to: Mrs. Jacqui Thomas, Avon Overseas Limited, Bowdler House, 68 The Knightsbridge, London SW1X 7LR.

**AVON**

**TELEVISION INTERNATIONAL LIMITED CHAIRMAN'S SECRETARY**

£3,400

This is an opportunity for a mature and responsible Secretary, aged 25 plus, to become part of the small, busy Administration Team of the largest Television Facilities Company in Europe. Based in pleasant West End offices, the successful applicant will have first-class secretarial skills, together with initiative and common sense, and a professional attitude in dealing with clients. A knowledge of foreign languages would be advantageous, but is not essential.

Benefits include own office with IBM Executive, 3 weeks holiday and contributory pension scheme. Please telephone Sue Thorby on 01-837 2477 for an appointment.

**MARGERY HURST CENTRE**

SEC TO STAFF DIRECTOR Up to £3,500  
With organising ability to assist with varied duties in Personnel Office of City Chartered Accountant.

**AUDIO SECRETARY** Up to £3,300  
As PA to Senior Partner of W1 Estate Agents. Client contact and responsibility.

**COMPETENT SEC** £3,000  
For Audit team of International Bank in WC2. Slow shorthand acceptable for this responsible varied job.

**ADAPTABLE SEC** £2,800  
Who enjoys variety, arranging travel, dinner parties, etc. For City Chartered Accountant. For more details please contact: 01-248 0222, 47 Davies St., W1.

Open to both Male and Female applicants

**Administrative Secretary**

Senior Partner of medium sized, rapidly expanding firm of Chartered Surveyors in Kensington requires P.A./Secretary. A post with excellent prospects suitable for a mature person having a sound knowledge of office procedures, a flair for organisation, management of personnel, and initiative and will have overall responsibility for the running of the office. Excellent office and the normal large company benefits.

COLLECTING SALARY £4,250 PER ANNUM WITH REVIEWS IN JUNE AND DECEMBER EACH YEAR.

Write with full details, in confidence, to R. G. Hunter, F.R.I.C.S., Hunter and Partners, 37-39 Abingdon Road, Kensington, London W8 6AH.

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Parliament will hear complaints over access to official archives

## Sorting 'weeds' among the growing harvest of government papers

Lord Bethell, historian and Conservative peer, who is writing a book on the last years of the British mandate in Palestine, believes the powers of the council should be strengthened to provide independent advice to the Lord Chancellor in disputed cases. The system is quixotic, he claims, since some of the Palestine papers originally retained by the Cabinet Office were freely available in the Foreign Office files for 1946. (The Cabinet Office has since released its papers concerned, explaining that the delay resulted from lack of communication between its "weathers" and the Foreign Office team.)

**Peter Hennessy**

# Literally, the writing on the wall

nice even if I am more cheerful about the prospects that the language faces. So I salute Mr Urdang and his endeavour (it is worth adding that the magazine is most elegantly produced and designed—the lex-

## The Times Diary

## Why the answer lies in the feet

article, he tells me, he has placed archers on his battlements, and they will stand down only when I publish this correction.

# TELEX

*The alternative to IBM.*

"I will speak throughout the day about the impending wrath of God and the days of abject terror that are now imminent."

I decided not to read on but to go and look at the exhibition.

shoulder was bothering me, the little toe in my left foot was the place. And I cannot with delicacy reveal to you the effect of rubbing just above my right ankle.

By-passing the alternative cigarette, the British Wheel of Yoga, Friends of the Air, and the Coming World Teacher (who will "transmit the ener-

Weightman, had designed a better bicycle, simplified in construction so that it could be sold in kit form and put together at home.

more elaborate bird frightening devices, and yesterday they launched their latest ornithological terror machine, the "Fly-Away Peter". It is claimed to be more effective

ments, and they will stand down  
only when I publish this cor-  
rection.

\_\_\_\_\_

[illegible]





## CULT VIOLENCE

Football hooligans are threatening to become the cult criminals of the late 1970s, just as teddy boys, mods and rockers dominated the late 1950s and skinheads were in the ascendant a decade later. Like their predecessors in youthfulness and anti-social activities, they have been subjected to constant publicity, some of it misleading, hysterical, and tone, out of proportion to their activities, and a divorced from social context in which they operate. Because their deeds are committed in public, and only on specified occasions, they are more visible than individual acts of violence. It should be borne in mind, however, that a relatively small part of the much wider problem of juvenile crime is represented by football hooliganism.

No group in the community has a more rapid rising crime rate than young people, especially those in their teens. Burglaries and crimes of violence in particular tend more and more to be committed by younger people. The issue is not just limited to the question of what to do with football hooligans. It is the much more serious and more intractable issue of rising juvenile criminality, which incorporates all the difficulties associated with the breakdown of family life and discipline in the home, bad housing and environment, and the current crisis in education. It brings in, too, the shortage of funds with which to combat delinquency effectively and the debate over the adequacy or otherwise of the courts' powers to deal with young criminals appearing before them.

That does not mean that football hooliganism is not, in itself, a serious problem, and worthy of attention both as a separate phenomenon, and as an example of the wider issue. There have been two distinct aspects of the measures put forward to stamp it out: the preventive and the punitive. The preventive side includes such proposals as the banning of alcohol on railway specials carrying fans to away matches, the carrying of identity cards, greater control of its fans and responsibility for their actions on the part of the football clubs and their supporters.

bodies, special enclosures for visiting supporters, and, most recently, the attempt at totally excluding adherents of Manchester United and Chelsea from away matches played by those teams.

That move has been largely publicized as representing a ban imposed by Mr Denis Howell, the Minister for Sport. In law, Mr Howell has no power to ban anyone from anywhere. What has in fact happened is that the Football League, after consultation with Mr Howell, the Football Association, and the police of the area affected, has ordered the clubs under its jurisdiction to make matches against those two clubs all-ticket affairs, with no allocation of tickets being made available to the visiting club, contrary to the usual custom. Manchester United fans for instance would only be able to purchase tickets in advance at the ground where the match is to be held, often far away, and therefore a discouraging expense.

It is too early to judge the effectiveness of such measures. Certainly, some "banned" fans are bound to overcome them, especially for matches not far away, but any reduction in the numbers of supporters being able to gang together to wreak their brand of mindless destruction on innocent supporters of the opposing club, or on the premises of that club or in the surrounding streets, should have some beneficial effect.

At the other end of the press, considerable criticism has been expressed at the low level of punishments imposed by the courts on those found to have committed the various offences which can loosely be brought under the umbrella of hooliganism. The Criminal Law Bill now making its way through Parliament will, when implemented, increase the maximum fines that magistrates can impose for those offences to £1,000 for adults and £200 for under 18s; but, as one magistrate has already commented, what use are fines of those dimensions when there is no possibility of the young offender being able to pay it? The

provision in the Bill which allows the court to order a parent to pay a fine incurred by his child suffers from the same objection. A useful non-custodial alternative to imprisonment, the community service order, can be made only on adults, and, although it would be desirable to extend community service to juveniles under 17 as well, economic constraints, which have already imposed severe practical limitations on the scheme, rule that out at this stage.

Probably the most effective punitive measures, at least in the short run, available to magistrates' courts are the attendance centre and detention centre orders. Making a young football hooligan turn up on successive Saturday afternoons at an attendance centre makes the punishment fit the crime most aptly, since it prevents the youth from attending what is presumably one of the highlights of his week, his team's match. There are sixty junior attendance centres for those between fourteen and seventeen, but only two for older youths, from seventeen to 21, the age group responsible for much of the violence associated with football matches. Places in detention centres, which involve an effective stay of six weeks for most fourteen to seventeen year olds, and up to four months for those between seventeen and twenty-one, are in equally short supply, with magistrates often being unable to make orders committing youths to such centres because they have been told that no vacancies exist.

Inevitably, the call has arisen (with the manager of Manchester United being in the vanguard) for the reintroduction of corporal punishment for football hooligans. Understandable though such a reaction may be, it should be resisted. Birching has never been proved to have had any positive effect in the past, it carries with it for the offender a certain element of deterrence, and it is in any case contrary to the European Convention on Human Rights, as the recent finding by the European Commission on the practice in the Isle of Man indicates.

## Intervention in Africa

From Professor F. S. Northedge  
Sir, Mr Callaghan warns Russia against meddling in Africa. His headline (April 18), "Warns? What sort of sanctions does he have in mind if the warning is not heeded?" There are absolutely none. So what is the sense of such a warning? And what is the morality of it either? Russia meddling? Britain has "meddled" more in the affairs of other countries in every part of the globe in the past 200 years than any other state. And as for our closest allies, the United States, for nine recent years it pillaged and killed with all the force of the greatest military power in history in Vietnam, a country which had no quarrel with the United States, which neither invaded nor did any harm to the United States. Then the Americans withdrew, saying it had all been a mistake, but with no syllable of regret ever uttered by any highly placed American leader. Surely it would be wiser for our Prime Minister to maintain a decent silence about "meddling".

But, in any case, what has "meddling" in Africa got to do with intervention in Africa? Mr Callaghan also talked about, according to your report, the Russians have always made clear that they mean by détente the avoidance of intervention in the affairs of other countries. While political competition goes on as before, and what is wrong with that? Does Mr Callaghan expect the Russians to refrain from taking any political advantage they can find in the current situation in Africa and elsewhere? Why should they, and what is there in the détente which requires them to? It is an appalling situation in their struggle against racialism in Africa, and they are not to be blamed for not offering them little help, and then we take it upon ourselves to "warn" the Russians against answering their appeals.

Yours faithfully,  
F. S. NORTHEDGE,  
Professor of International Relations,  
The London School of Economics  
and Political Science,  
Houghton Street, WC2.

## Decline in Christianity

From the Rev G. M. P. Hamilton  
Sir, Bill McSweeney (article, April 16) divides the clergy responding to the signs of decline into four groups. As an Anglican who has ministered for many years outside the parish system I think he misjudges the importance of the issue. The ecumenically committed do not work for reunion to refill the pews but as part of the continuing work of the whole church in its historic diversity at the service of the secular world. He describes some of us as welcoming a drop in membership as a sign of health. If we were concerned for the health of the church, what matters to us is the health of society. We reckon that we serve the one institution which can suffer any amount of corruption and remain essentially the real source of health in a sick society.

He points to a group of us who see the present decline as but a trough and not an irreversible process; he cites the Reformation, the Enlightenment and nineteenth century liberalism as stages in the demise of organized Christianity. A wider view is more appropriate. At first the church was a destructive heretical sect. After surviving persecution it was called on to provide the sacred ambience for the imperial authority. In the period to which Bill McSweeney would restrict our gaze it has been aware of the contrary of a sacred edifice and the human rebellion against it. To have come to terms with the structures of the modern world and to have survived the two world wars and to be deploying its ministry afresh would seem to be a sign of a demise but of a new life. The church has a long memory.

Finally he points to a group of us, so far as I can understand him, who see the church as detached from historical constraints and disembodied: the spiritualist approach. However, it is not remarkable how few clergy have fallen for the temptation to use the traditional language and emotional resources of the church to offer security and self-esteem to people ripe for any sort of religion? I am aware of the contrary of a genuine concern among clergy for the world as it is, and of attempts so to understand the gospel as to make it available to truly puzzled people living in the structures of the modern world.

The Church of England we inherit is the parish system designed for Saxon England, parishes used as living for literate gentlemen and an establishment trying to do the English parliament. To make such an institution work demands sensitivity and concern on the part of the parish clergy. It may be they lack the leadership they deserve but I do not see them, or the rest of us, divided as Bill McSweeney would divide us.

Yours faithfully,  
G. M. P. HAMILTON,  
The College of Ripon and York  
St John,  
Lord Mayor's Walk,  
York.

## Training social workers

From Mrs J. M. Lait  
Sir, If a cutback in funds for training social workers evokes from practitioners a rigorous analysis of the tasks for which training is appropriate, and an equally searching look at the relevance and possible irrelevance of the training presently provided for such tasks, we may have fewer extravagant claims about the need for training and possibly save even more money. No British study known to me has satisfactorily established that trained social workers are more effective than untrained, though measurement of success where objectives are so nebulous is difficult indeed. More evidence, less polemic, please.

Yours sincerely,  
J. M. LAIT, Lecturer in Social Policy and Social Work,  
University College of Swansea,  
Singleton Park, Swansea.

## Reforming the electoral system

From Mr Stephen Lees  
Sir, Ronald Butt (April 14) is right to point out some of the essential differences between the European Parliament and the Westminster Parliament but the conclusions he draws about alternative methods of election are not convincing. He himself readily concedes the question "But why should not policies be changed hook-line-and-sinker if they fail and if the electorate wishes?" implying that this is one of the benefits of our present electoral system which would be removed by proportional representation.

The reverse is true. Our present system does not ensure any correlation between the wishes of the electorate and changes of government as the examples of 1931 and February, 1974, clearly demonstrate: in 1931 the Labour Party received 48.8 per cent of the votes cast (the highest percentage it has ever achieved) exceeding the Tory vote by 230,000 (which were only partly offset by the four untested Ulster Unionist seats) but they lost office. Under proportional representation, if the electorate wishes in Mr Butt's phrase "to get totally reversed something he doesn't like" all he needs to achieve this is that a majority of his fellow electors should agree with him—perhaps not an unreasonable prerequisite.

Mr Butt asks: why everything should be at the mercy of the centre, to the exclusion of the Labour left and the Tory right. Why indeed? But proportional representation has no inherent preference for the middle of the road, no bias against the extremes. A government of the middle ground, just like any other government, could only be formed if the electorate voted for candidates holding those particular views. Is that not the basic principle of our government? Should be formed?

Yours faithfully,  
STEPHEN LEES,  
9 Ailsa Court,  
Chesham Road,  
Cambridge.

## Teachers' morale

From Mr J. L. Norden  
Sir, The attack on the teaching profession in your leading article on April 14, is unworthy of your own traditions as it is of the cause of education. True enough, there are people with names at the Department of Education and Science who have too much power, just as arrogance combined with ignorance has just occasionally been found in the corridors of the Teachers' Union Headquarters. All this, however, has little to do with the morale, motives and competence of the teacher at the "coal face". Some of us may have been misled into accepting the nostrums and fads of the "Sixties", whether because we thought we were not up to date if we resisted them, or because we were afraid that we would otherwise miss promotion, but this was only to be expected of human frailty. The average teacher still wants to do a good job for good pay, in the best interests of the children and the country.

To seek to make a scapegoat of him (or her) is nothing short of disgraceful, when there are so many "educationists"—administrators, lecturers, writers, and so-called leaders—whose personal fortunes and public reputations have been founded on their own follies. It is their fault, not the teacher's, that they have been misled into accepting the nostrums and fads of the "Sixties", whether because we thought we were not up to date if we resisted them, or because we were afraid that we would otherwise miss promotion, but this was only to be expected of human frailty. The average teacher still wants to do a good job for good pay, in the best interests of the children and the country.

Yours faithfully,  
J. L. NORDEN,  
Principal, Davies's,  
66 Southampton Row, WCL,  
April 14.

## Aircraft noise

From Mr Geoffrey Holmes  
Sir, The British Airports Authority naturally want, without further ado, to "Program for the Reduction of Aircraft Noise". It is legislating to provide, by means of a ticket levy, for the "full financing of the modification or the partial financing of the replacement of subsonic transport aircraft" so that their manufacturers and internal airlines can comply with the Program to reduce noise.

Because other nations, including the United Kingdom, are still taking foreign carriers are for the time being excluded from the requirements. They have to comply by 1985. Surely we should not just sit and wait. Surely our country and our European friends should act now. That is the message that my colleagues and I shall be taking to both the European Union Against Aircraft Noise and the Council of Europe in Strasbourg on April 26. Yours faithfully,  
GEOFFREY HOLMES,  
Chief Environmental Health Officer,  
Reading Borough Offices,  
Reading, Berkshire.

## Where are they?

From Mr W. P. Kirkman  
Sir, The Headmaster of Piccadilly School (April 12) asks where all the very bright young men and women are going, and suggests that if we redefine the terms we may find the picture is not as black as it is being painted. So far as Cambridge is concerned, the bright young men and women are going into a wide variety of occupations. Many enter various forms of public service. Many train as accountants. Some enter the teaching profession. Others become solicitors, bankers, social workers and, even in these

مكتبات الصحف

## LETTERS TO THE EDITOR

### Future of local broadcasting

From the Revd Geoffrey Curtis  
Sir, The Annan Report says that local radio is in a mess. The report, however, gives little evidence for mess, or for anything else in local radio for that matter.

Of all the recommendations in the report those for local radio could be the most immediately far-reaching. And yet there is no detailed examination of any local station, no analysis of broadcasting's effect on any particular community, and no review of any specific programmes. This is a pity because a decade of work and development ought to be reviewed at this stage, and an opportunity has been missed.

The reason has been to misunderstand the local broadcasting task in Britain. The only model which the report presents for our edification is from Canada. The vision of a knight errant on a bicycle running, presumably with the aid of a dog, the small town station is engaging. But it does not correspond with the situation in this country, where communities are crowded together in such a way that separate air space is impossible. What is surely needed is a broadcasting system which will bring communities to groups of communities. An instance of this would be the way in which radio Solent and Victoria cover the south east of Hampshire.

The advantage of the dual BBC/IBA system is that their stations can reach with the aid of a dog, the small town station is engaging. But it does not correspond with the situation in this country, where communities are crowded together in such a way that separate air space is impossible. What is surely needed is a broadcasting system which will bring communities to groups of communities. An instance of this would be the way in which radio Solent and Victoria cover the south east of Hampshire.

The danger of the system proposed by Annan would be that it would be a patchwork rather than a network, and while local communities might feel some identity through radio they would be able to exert very little influence.

Yours faithfully,  
GEOFFREY CURTIS, Communications Adviser,  
Guildford Diocese,  
The Vicarage,  
Clammer Hill Road,  
Grayswood,  
Nr Haslemere,  
Surrey,  
April 15.

### From Mr Jack Jones

Sir, Your leading article today (April 15) rightly regrets the Annan report's proposal to close down BBC local radio. Of perhaps equal concern, though less publicized, is the suggestion in the report that BBC regional television should be wound up or at best left with only a news function.

The quality of programmes from the regional stations, both in the nightly news magazine programmes and in the weekly (in winter twice weekly) feature programmes has been remarkable. Although production for the national network is not a specified function of the regional stations the output of BBC1 and BBC2 has been enriched by such contributions. Such outstanding series as Professor Barry Cunliffe's *The Cradle of England*, originally made at the Southampton studio centre, would not have seen the light of the cathode ray tube without the BBC's existing regional set-up.

This achievement is the more remarkable in the context of the restricted resources on which the regional stations have to work. Annan's committee diagnosed rightly, in my view—that these stations were below the critical mass. Those of us on the BBC advisory bodies know how relatively little additional resources will make the regions really significant units, and in recent years we have welcomed an increasing commitment to this aim by BBC management. To cut down this developing venture now would be lamentable.

Yours faithfully,  
JACK JONES, Chairman,  
BBC South Regional Advisory Council,  
Woodlands Cottage,  
Marvel Lane,  
Newport,  
Isle of Wight,  
April 15.

### Preserving peonies

From Mr John Pooles  
Sir, Steep Holm, the unique British sand-dune island, was referred to in Mr London's letter (April 18), is now owned by the Kenneth Allsop Memorial Trust, of which I am chairman. We are doing all we can to save this magnificent plant, which is now down to three mature specimens on the island itself. The reasons for its decline since 1950 are complex, but a main one is change in the dominant undergrowth, in turn due to milder winters of the last two decades.

The principal task of propagating (from island seed) plants for reintroduction has kindly been undertaken by the Royal Botanical Gardens at Kew. In addition, Mr John Barrett, of Bristol, has successfully maintained a mainland colony for some years, and I have recently germinated seed myself. The problem indeed is rather less the species of the last two decades. *Paeonia moutan* was almost certainly first introduced to Steep Holm in the twelfth century by the monks of the then priory on the island, since peony seed was an important anti-scurvy food. The island contains much else of interest besides the peony.

Let me add finally that a chief aim of the Trust is to increase public interest in natural history and we are always most happy to arrange visits. The island contains much else of interest besides the peony. Yours faithfully,  
JOHN POOLES, Chairman,  
Kenneth Allsop Memorial Trust,  
Knockacre,  
Milborne Port,  
Dorset,  
April 18.

## PAKISTAN'S STILL DISRUPTED ELECTION

Six weeks after Pakistan went to the polls the battle over the election result is still being bitterly fought. Mr Bhutto is now calling his own supporters out into the streets. The volume of protest seems more than the heterogeneous collection of opposition parties could command merely because of their disappointment. The number of demonstrators—women strongly represented—is significant in the smaller cities besides Lahore and Karachi. There is more to this than electoral injustice. Everyone agrees that rigging went off but there is also general agreement that Mr Bhutto's People's Party would have won by an adequate majority even without any rigging at all.

So what burning questions animate the demonstrators? Greater autonomy for Baluchistan and the North-West Frontier Province? However much the inhabitants may feel wronged, they are a minority within Pakistan and their concerns do not particularly exercise the majority Punjab. Economic aid and social policy? Neither plays an important part in the elections. Religion? It is true that the opposition Pakistan National Alliance embraces some strict or reactionary religious parties which feel that Pakistan's Muslim character is not sufficiently manifest in the ordering of the country. But on this point Mr Bhutto has given in—albeit with

toil and sweat—without assuaging the opposition.

That leaves as an object of hostility only Mr Bhutto himself. His political style has not proved endearing and that must be coupled with the state of emergency and its severe constraints on the press and political freedom. Did the opposition believe it was leading a crusade for political freedom in Pakistan against Mr Bhutto such as the Janata Party led in India against Mrs Gandhi? And was Mrs Gandhi's astonishing defeat an undoubted filip to the opposition protesting against Pakistan's rigged election? Yes in each case, probably, but Pakistan is not India; there is still an element of disruptive and ill-directed agitation.

What is unhappy, true of Pakistan is that its stability as a new state is still in question. Its politics are more regional than national. Instead of accepted irrigation channels through which the political waters flow, the country is liable to occasional disorderly floods. And the more the waters have risen the more Mr Bhutto's attempts to command them have proved inadequate. Not least, the opposition leaders have been spurred on by the desertions Mr Bhutto has suffered from his own party since the troubles began. Any attempt to perceive a way out of the present impasse must sadly return to Pakistan's record of military rule or of military influence in the background.

This goes back first to 1954 when General Iskander Mirza took office as Governor-General, then 1958 when he was evicted by Field Marshal Ayub Khan and then 1969 when he, in turn, was evicted by General Yahya Khan. When Mr Bhutto succeeded that last failed General he had indeed a substantial electoral success behind him in the 1970 elections. But he had also the backing of military leaders who had had a hand in the eviction of Marshal Ayub and later of General Yahya Khan. Two of those then directly involved, Air Marshal Rahim Khan and General Gul Hasan, are among those who have now deserted Mr Bhutto from their distant posts of partial exile as ambassadors in Madrid and Athens.

The crisis may now be such that only army mediation will settle it. The opposition will hope that their ranks will first be inspected for a likely alternative to Mr Bhutto. In this respect Pakistan's opposition alliance is very different from India's. Mr Jayaprakash Narayan or Mr Morarji Desai or Mr Jagjivan Ram or even of the Jana Sangh leaders will be found among Pakistan's opposition group. Nor are fresh elections likely to throw up a suitable candidate if Mr Bhutto is finally forced to call them. Pakistan may have to soldier on with the best prime minister it has got.

## Arts proliferation

From Mr Kelvin Spencer  
Sir, Your leader (April 9) states that the way ahead is, inter alia, "encouraging procedures for all forms of artistic expression". The Arts Council Energy Authority and British Nuclear Fuels Ltd have shared this is impossible: paragraphs 82 to 84 of *Some Aspects of Safety of Nuclear Installations* (Green Britain) (HMSO, 1976).

Yours faithfully,  
KELVIN SPENCER,  
Woodmans,  
Braunston,  
Seaton,  
Devon.

## Arts Council appointments

From Mr John Allen  
Sir, Mr Hugh Jenkins is reported (April 14) to have criticised the system of ministerial appointments to the Arts Council, proposing instead the representation of "artists and art consumers". The principle is that it would remove ultimate control of a major item of public expenditure from the government which is, after all, representative in a more fundamental sense of the public as a whole, and substitute control by bodies and individuals with vested interests. No better way could be devised to hasten the existing pattern of public support for the arts and thereby to exclude the possibility of subsidizing new ventures from a tract whose total value remains static.

The fallacy underlying Mr Jenkins's opposition to oligarchy and democracy in the Arts Council may be the idea of fairness in allocating money for the arts. Can it be fair that Birmingham has a better collection of pre-Raphaelite paintings than Edinburgh? Is it fair that 3,000 people in Scotland should see the Stuttgart Opera while millions in London are deprived of this experience? For that matter, is it right in a democracy, that symphony orchestras should be subsidized by the state while brass bands are not? Until the uniform consumption of approved culture becomes compulsory, it is logical for government to delegate its responsibility for making essentially arbitrary decisions to an Arts Council consisting of people appointed for their ability and imagination and free from the need to represent the special interests of individuals or organizations.

Yours faithfully,  
JOHN B. ALLEN,  
14 Ed Mayfield,  
Edinburgh 9,  
April 9.

## Rights and wrongs

From Professor Marcus Cunliffe  
Sir, Professor A. L. Goodhart suggests (April 14) that pursuit of happiness, the phrase adopted by Thomas Jefferson in the American Declaration of Independence, means something quite different from property (in the sense of life, liberty, and property) as used by John Locke. Historians still argue over what Jefferson intended. There is evidence that he was uneasy about

accepting property as an inherent natural right.

However, (a) pursuit of happiness was not a new coinage; and in David Hume, or for that matter in Locke, who employs it at least three times, pursuit of happiness seems nearly synonymous with property, which is also a large and vague term. The two notions are linked in other American manifestos of 1776—for example in the Virginia Bill of Rights, where men's inherent rights are said to comprise "the enjoyment of life and liberty, with the means of acquiring and possessing property, and pursuing and obtaining happiness and safety."

(b) Tom Paine thus did not originate pursuit of happiness (and, incidentally, "These are the times that try men's souls" is not from his *Common Sense* but from his *Rights of Man*).

(c) Jefferson in general believed that the rights of property and the rights of men were indissolubly connected. Rich men for him was mainly white men. Though he hoped to see the end of slavery (and of Negroes) in the United States, he never directly challenged the view that chattel slavery was a legitimate form of property (Duncan J. MacLeod, *Slavery, Race and the American Revolution*). He retained his own slaves, sometimes selling them off to meet expenses, and in his will freed only five out of more than 200.

Yours,  
MARCUS CUNLIFFE,  
Professor of American Studies,  
The University of Sussex,  
Arts Building,  
Falmer,  
Brighton, Sussex.







Telford

has the space  
and the people  
for growing  
companies

## Mr Blumenthal against European barriers to Japanese goods

Paris, April 19.—Mr Michael Blumenthal, the American Treasury Secretary, gave warning today that his country did not want Europe to set up protectionist barriers against Japanese goods because of the additional pressure this would put on the United States.

"We know that all countries, including those in Europe, practice protectionism," Mr Blumenthal said. "We are worried that our appeals for positive and energetic negotiations will fall on deaf ears in Europe because of protectionist pressures."

"We hope that this will not be the case and that the question will be brought up at the London summit meeting on May 7 and 8."

Mr Blumenthal, who was being interviewed in the French financial newspaper *Les Echos*, said that at the London summit the chief Western industrialized nations would discuss methods of avoiding protectionism, the improvement of the international monetary system, relations with the Third World, and cooperation in solving energy problems.

He did not think there was an immediate risk of upheaval in the Western economic system, but conceded that efforts were needed to do more to ensure the smooth running of the monetary system in the future.

"That is why we have put forward the idea of creating new official reserves in addition to those which already exist, and have asked members of the Organization of Petroleum Exporting Countries (Opec) to contribute."

Mr Blumenthal said that about one quarter of the steel sector's plants were obsolete and would have to be remodelled. This would mean that certain installations would be closed down, he said, as no other realistic and honest solution can be found. The present output capacity of the industry (33 million tonnes) would be maintained, however.

If the French steel industry wants to regain its competitive position, Mr Barra said, it will use less manpower to make steel than its rivals. There will be lay-offs, he conceded. But he gave his assurance that three out of every four workers would not be unemployed under the Government's programme.

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## EEC limit attacked by process plant chief

By Peter Hill

Strong criticism of EEC plans to introduce minimum and indicative reference prices on selected steel products as part of an overall scheme to help European steel was voiced yesterday by Commander John Hamer, director of Britain's Process Plant Association.

Commander Hamer criticized the plans at a meeting of the European Coal and Steel Community's consultative committee meeting in Luxembourg which discussed the steel crisis plan due to be implemented from the start of next month.

If minimum prices were to be imposed on steel reinforcing bars, it was absolutely necessary to ensure that it did not lead to a flood of cheap imports and it was vital that the Commission's import licensing scheme was properly policed.

But he questioned the efficacy of indicative pricing on the ground that this appeared to involve the Commission suggesting a minimum price which was considered fair but which did not bind anyone.

Publication of a minimum or indicative price, might offer an opportunity for third countries to attack Community steel producers and manufacturers with "dumping" claims on their exports.

If against our advice we are to have minimum or even reference prices imposed upon us, then for the sake of stability in manufacturing industry and in the interest of consumers generally, the Commission should also lay down that where orders are placed at minimum prices, this should be the contract price," he said.

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## CIA findings reinforce predictions of world oil shortage Energy industries back Mr Carter

From Frank Vogel

Washington, April 19

Saudi Arabia may have to double its oil output by 1985, when the Soviet Union will be a net oil importer, China's oil exports will be negligible and energy demand by the world's leading industrial nations will be well in excess of the equivalent of 100 million barrels of oil a day.

These are the stark conclusions of a Central Intelligence Agency (CIA) study that greatly influenced President Carter, who last night warned the American people that the alternative to tough and immediate action here on the energy front could be a "national catastrophe."

Leaders of America's oil, coal and natural gas industry associations all applauded the President today for his leadership and sense of urgency. Nobody suggested that his predictions and the conclusions of the CIA study were exaggerating the dimensions of the energy crisis.

In an unusual move, the White House released the classified CIA study, whose conclusions are in some respects more alarming than was suggested in weekend news stories based on unofficial accounts of the study's contents.

The CIA bases its findings upon both a slower rate of world economic growth than that being predicted by the experts at the Organization for Economic Cooperation and Development (OECD) and a greater level of world energy conservation than that being forecast by the International Energy Agency (IEA).

The study, which seeks to define world energy conditions in 1985, is thus possibly even less pessimistic than any that might be made at the OECD or the IEA. Nevertheless, it fully notes that "world demand for oil will approach productive capacity by the early 1980s and substantially exceed capacity by 1985."

The CIA has rare insight into conditions in communist countries and its comments in this regard may well be of greatest interest to energy experts. It states that "the Soviet oil industry is in trouble. Soviet oil production will soon peak, possibly as early as next year and certainly not later than the early 1980s."

The decline (in oil output) when it comes, will be sharp.

The agency forecasts the Soviet Union which last year exported one million barrels of oil daily, will, together with the rest of Eastern Europe, require oil imports of at least 3.5 million barrels a day by 1985, and possibly as much as 4.5 million.

It also predicts that China's oil exports will decline markedly and be negligible by 1985 because of growing domestic needs, trouble with coal production and the realization that "the reserve and production outlook is much less favourable than it appeared a few years ago."

Until 1980 the new oil output in the North Sea and in Alaska, in particular, will raise total energy production in the

that more workers would have to be laid off on the night shift from last night.

The drivers' dispute has been taken through the whole of Leyland's special disputes procedure without a settlement being reached, and the company has offered more talks when its Secure Earnings Plan comes up for renegotiation at the end of the month.

The strike action is understood to be against the advice of local district officials of the Transport and General Workers' Union.

At Ford's Halewood plant, 8,000 assembly and body plant workers have been laid off because of the continuing strike by 1,000 toolroom and maintenance engineers belonging to the AUEW. Production losses since the trouble began last week total about £5m.

Some 900 Escort cars a day are being lost while the shutdown continues.

The engineers' dispute arises from their demand for greater and more independent representation in the company's negotiating machinery at both national and local level.

At Halewood, the engineers are initially claiming a shop steward membership of about 600 vehicles a week worth about £3m at showroom value, would have to remain at a standstill until the drivers return to work. There was a likelihood

that more workers would have to be laid off on the night shift from last night.

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## Thresholds lifted for tax on fringe benefits

By Stephen News Staff

Thresholds for taxation of fringe benefits have been raised in the Finance Bill. From 1978-79 the official definition of "higher paid" will be £7,500, against £5,000 now.

This means that those earning less than £7,500 will only be taxed on benefits in kind which are convertible into cash. Anyone earning more than that is taxed on the whole range of taxable fringe benefits, whether convertible into cash or not, on the basis of the cost to the employer in providing them.

Under new proposals in the Bill, announced in the Commons last week, only those directors who qualify as higher paid will be liable to tax on their fringe benefits. This rule, however, applies only to directors of charities and non-profit making concerns. It will take effect this year.

The Budget was clear on the Finance Bill's proposals covering taxation on earnings overseas. The main rule is that if a total of 30 days is spent working overseas, the employee will be taxed on 75 per cent of his income earned abroad.

There is a new arrangement which enables anyone working abroad for a foreign company to the 25 per cent deduction, regardless of the length of his absence.

The Bill extends to the end of August, 1978, present powers to use the economic regulator to vary by up to 10 per cent several matters including tax invoice issues, recovery of tax and determining VAT value of imported goods.

It is proposed to amend VAT from next January to bring the legislation in line with EEC directives. The consequent changes are largely technical and do not significantly alter the structure or operation of the tax.

But there is provision for repayment of VAT to overseas traders, and new rules on several matters including tax invoice issues, recovery of tax and determining VAT value of imported goods.

According to clause 37 of the Finance Bill, any profit or loss made on the assets of an overseas branch of an insurance company when it is transferred to a non-resident company in return for shares, or shares in loan stock, must be left out of account in computing that company's income. Instead, it must be computed as a capital gain or loss.

Any aggregate net gain will qualify for the capital gains tax rollover relief in clause 35 of the Bill.

Clause 38 of the Bill provides a rollover relief for financial concerns which would otherwise be regarded as realising a profit or loss when one holding of shares is exchanged for another in the course of conversions, takeovers and similar transactions.

Companies which enter into certain types of participation agreement with the British National Oil Corporation will, according to clause 41 of the Bill, remain liable to petroleum revenue tax on their profits from oil passed to BIOC in pursuance of those agreements.

## France plans big boost for steel

Paris, April 19.—M Raymond Barre, the French Prime Minister, today called on the country's steel makers to embark on a 12,000-man francs modernization programme over several years in an effort to make France's steel industry more competitive internationally.

Mr Barre told Parliament that about one quarter of the steel sector's plants were obsolete and would have to be remodelled. This would mean that certain installations would be closed down, he said, as no other realistic and honest solution can be found. The present output capacity of the industry (33 million tonnes) would be maintained, however.

If the French steel industry wants to regain its competitive position, Mr Barra said, it will use less manpower to make steel than its rivals. There will be lay-offs, he conceded. But he gave his assurance that three out of every four workers would not be unemployed under the Government's programme.

The Government said it is prepared to finance part of the modernization of the industry under certain conditions. These include a condition that steel companies put up some of their own cash. The Government will not only borrow from the traditional financing institutions of the steel sector, but will also seek long-term credit from European organizations such as the European Coal and Steel Community (ECSC).

Charles Hargrove writes: Between five and ten thousand steelworkers and miners from Lorraine, accompanied by many mayors and local government representatives wearing their tricolour sashes, tried to demonstrate outside the National Assembly, which had just opened its steel debate.

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## Warning on mortgage broking fees

By Ray Maughan

The Office of Fair Trading is to refuse licences to mortgage brokers who persistently flout the section of the Consumer Credit Act which limits the fees they may charge.

Speaking at the 25th Newspaper Society's Advertising Conference in Birmingham yesterday, Mr Gordon Borrie, the director general of the OFT, said that a considerable number of complaints are being received about the activities of a small minority of brokers.

Despite the existence of Section 155 of the Act, which states that a broker can charge only a nominal fee of £1 unless the client gets his mortgage within six months, many clients find it difficult to get fees returned.

He explained that although Section 155 is essentially a civil provision, "it is underpinned by the fact that I can refuse an application for a licence if I am satisfied that the broker is fit to have one."

"Credit brokers should not assume that their present conduct is irrelevant to any licensing decision I may take when they apply in the third stage of the process," he warned.





## Thomas Tilling Limited

### Highlights of 1976

Group profit before tax increased by 25% to a record £41.9m.

Earnings per share increased by 27%.

£20m. invested in capital equipment plus £4m. in acquisitions.

The Group's overseas trading and exports continued to increase and overseas operations contributed nearly 20% of the profit before interest and tax.

	1976 £million	1975 £m
Sales	671.3	625.6
Profit before interest and tax	52.1	44.4
Profit before tax	41.9	33.6
Earnings per ordinary share	11.7p	9.2p
Dividend per ordinary share	3.485p	3.169p

### Principal Companies in the Group

<b>BUILDERS' MERCHANTS</b> Graham Building Services Ltd. Establishments H. Gilly S.A.	<b>INSURANCE</b> Cornhill Insurance Co. Ltd.
<b>CONSTRUCTION MATERIALS AND SERVICES</b> Palmer's Building Services Ltd. William R. Selwood Ltd. Tilling Construction Services Ltd.	<b>MEDICAL SUPPLIES</b> International Medical Supplies & Services Ltd.
<b>ELECTRICAL WHOLESALE</b> Rivory & Eyrle Ltd.	<b>PUBLISHING AND PRINTING</b> Helmholtz Publishers Ltd. Cox & Wyman Ltd.
<b>ENGINEERING</b> DCE Vokes Ltd. Gasequipments & Daint Ltd. Hudson Transmissions International N.V. Hobgorn Ltd.	<b>TEXTILES</b> Preston Textiles Ltd.
<b>FURNITURE AND BEDS</b> East Asquith Ltd.	<b>TILES AND POTTERY</b> Pilkington's Tiles Holdings Ltd.
	<b>VEHICLE DISTRIBUTION</b> Stratstone Ltd.

For a copy of the 1976 Annual Report please apply to The Secretary (4), Thomas Tilling Ltd., Crown House, Crown Street, London W1T 6AX. Telephone: 01-400 4051

LA STAMP  
DIE-WEIT

## Europa

## Italy fails to share in general revival

One striking aspect of developments over recent months is that, despite much very real anxiety, the foreign exchange situation as a whole has stabilised, and there have even been further slight improvements in some quarters. Also, interest rates are still tending to fall.

This progress, however, is still not sufficient to restore the necessary confidence and stimulate a real revival of investment and stock market activity.

Currencies have remained more or less stable. This is true of the dollar, despite a rate of inflation which, as our economic table shows, has reached 7 per cent, a balance of trade

whose deficit is mounting substantially under the effect of oil imports. It must be said, however, that it is difficult to interpret these figures, which have been distorted by recent adverse conditions.

The Deutsche mark is being pushed upwards, which is understandable in the light of that country's continued excellent economic performance, and the West German Federal Bank is trying to restrain this rise. The Japanese authorities, who have seen the yen climb to a 34-year high, may now wish to see it rise less quickly.

But the most striking case of all is undoubtedly that of sterling,

the dollar exchange rate for which is tending to rise above 1.72. This has led the Bank of England to intervene more, in various ways, by buying dollars, which enables it to increase its reserves, now standing at over \$9,000m. Then, by again lowering its minimum lending rate (MLR) from 10.5 per cent to 9.5 per cent, to 9.25 per cent and to 9 per cent. Finally, a virtual revolution in the overnight discount rate of foreign capital, which no longer benefits from the tax exemptions that were available at a time when foreign capital had to be attracted at all costs.

The French franc also remains firm, which enables the Bank of France to allow a very slight relaxation in the money market rates, without, however, changing the rates for business firms (only special loans, limited to Fr 3,000m will be granted).

In this general pattern of improvement, only one country is conspicuous by its absence: Italy, whose currency continues to crumble and whose rates of interest remain in the region of 20 per cent.

Taken overall, however, there is real improvement in the different currencies, despite the fluctuations and temporary setbacks.

and the trend towards lower short-term rates of interest is continuing. In the normal way, such reductions ought to have a stimulating effect on the stock markets. This is not at all what has happened, except perhaps in the case of the German stock market and, for special reasons, the London stock market. The fact is that political uncertainty hangs heavily over Europe. There is no doubt about it: although currencies are in somewhat better shape, with the financial markets this is still far from being the case.

Maurice Bommensath

### THE ECONOMY

	Growth (%) Industrial production (1)	Investment (2)	Wages increases (3)	Budget deficit (—) (4)	Stability trade balance (5)	Inflation rate % (6)
United States	+4	+5	8	(—4%) (—\$73,000m)	(—1.3%) (—\$2,200m)	7
West Germany	+6	+3	7	(—DM47,000m)	(—DM2,900m)	6
France	+3	0	12	(—FF15,000m)	(—FF3,700m)	8
Britain	+3	—2	9	(—£8,500m)	(—£0,500m)	18
Italy	0	—10	26	(—1,160,000 lire)	(—520,000 lire)	20

(1) Three-month average expressed as annual rate.  
(2) Estimate for 1977.  
(3) Estimate for fiscal 1977-78.  
(4) As percentage of gnp and in national currency.

### MONETARY AND FINANCIAL EFFECTS

	Annual growth per cent in money supply (ml)	Day to day	Prime rate	Against the dollar	Against a basket of 6 currencies	Change in stock exchange (per cent) index
Dollar	(6) 5½	4½	6.20	(7) —	(8) 101.9	(9) 0
Deutschmark	(6) 9	4½	6.50	(7) 2.37	(8) 102.3	(9) (—8)
Franc	(6) 9	9½	9.60	(7) (+0.2%) 4.975	(8) 112.7	(9) (—3)
Pound	(6) 2	9½	9.50	(7) (+0.3%) 1.718	(8) 91.9	(9) (—23)
Lira	(6) (23)	18	20.00	(7) (—0.3%) 888	(8) (86.2)	(9) (—2)

(6) Six months moving average expressed as annual rate.  
(7) Figures in parentheses give percentage change in last month.  
(8) End December 1976=100. Figure in parentheses gives position last month. Currencies are five listed in table plus Japanese yen.  
(9) Change in previous month. Figure in parentheses gives change over previous 12 months.

## RUBEROID'S PROFIT UP 71%

Points from the Review of the Chairman, Mr. Thomas Kenny, FCA.

\* Pre-tax profit for 1976 increased to £0.74m (£0.43m) on turnover of £26.18m (£24.88m).

\* Earnings per share up 62% to 3.42p (2.11p).

\* Final dividend of 1.34p, making a total of 2.04p (1.53p)—maximum permitted.

\* Expenditure of £1.11m on new plant (mainly for glass tissue), financed from profits and new long term loan.

Copies of the Report and Accounts are available from the Secretary.

**Ruberoid Limited**  
1 New Oxford Street, London WC1A 1PE

The building products, specialist sub-contracting and paper group.



## REA BROTHERS LIMITED

MR. WALTER H. SALOMON'S STATEMENT AT THE ANNUAL GENERAL MEETING HELD ON TUESDAY, 19th APRIL, 1977

### Report and Accounts

The year under review has been one of great difficulty for our industry, and so I have much pleasure in being able to put before you the figures now under consideration.

The Group profit for the year after taxation, after making a transfer to inner reserves, and after charging all expenses is £471,000 which is the highest profit which we have earned to date. It reflects the growth of the Bank which has been achieved by the progress and the steady building up of all Departments which have each made a contribution to this result. We have installed more sophisticated accounting equipment, the cost of which has been written off in the Accounts now before you. This equipment is expected to be working within the next few months.

In my Statement last year I referred to the establishment of a banking subsidiary on the Isle of Man which operation is progressing satisfactorily.

I also mentioned that we had started a leasing subsidiary. The progress of this Company is reflected in the Balance Sheet where it will be seen that the assets leased to customers have increased from £306,000 at 31st December, 1975, to £1,204,000 at 31st December, 1976. I confidently expect that this growth will be continued. The Shipping Finance Department is also doing satisfactory business.

The Management of our subsidiary banking operation in Guernsey has been strengthened, and in addition to Mr. Gray we have engaged as Manager Mr. A. A. Hall who is well qualified to expand our business there.

Your Directors recommend the payment of a final dividend of 0.8426p per share on the 8,439,552 "A" Ordinary Shares of 0.8426p per share in respect of the year ended 31st December, 1976 which, together with the Interim Dividend of 0.65p per share, makes a total dividend for the year of 1.4926p per share. This is the maximum increase permitted by present regulations. After payment of the dividends there remains to be carried forward £304,000 (1975 £276,000).

The Consolidated Balance Sheet as at 31st December, 1976 shows Capital and Reserves of £3,846,000 (1975 £3,542,000). Current deposit and other accounts, etc. stand at £54,752,000 (1975 £52,503,000). The Balance Sheet totals have been increased to £59,828,000 (1975 £56,908,000).

There is very little change in the assets side of our Consolidated Balance Sheet compared with last year. Balances with banks and money at call remain high at £15,636,000 (1975 £15,383,000). Bank Certificates of Deposit and Treasury Bills are reduced to £11,250,000 (1975 £12,447,000), and the £10 million reduction being applied for the most part in money at short notice £7,874,000 (1975 £3,335,000) and increasing other loans to local authorities and banks to £12,232,000 (1975 £5,644,000). Loans, advances and other accounts are practically unchanged at £9,291,000 (1975 £9,164,000); our acceptances are at approximately the same level £11,159,000 (1975 £10,798,000).

Summary of Results	1976 £'000	1975 £'000
Profit after tax	471	422
Dividends	167	155
Share Capital and Reserves	3,846	3,542
Acceptances	11,159	10,798
Current, deposit and other accounts	54,752	52,503
Gross Assets	69,828	66,908

You will find on Page 9 of the Report a statement headed "Source and Application of Funds". We are obliged by the joint accounting bodies for the first time to publish this Statement in our Report, but it would seem to me that it is of very little value so far as a banking company is concerned.

### Board of Directors and Staff

Since the last Meeting there have been some changes on the Board. First Miss I. Kohn, who has been with the Company for nearly five years, has partially retired and relinquished her post of Managing Director as at 31st December, 1976. I am pleased to let you know that she will remain on the Board, and I would like to take this opportunity of acknowledging the very valuable service which she has given to the Company over such a long period.

Mr. J. A. V. Townsend, who has been with us since January 1975, was appointed a Director on 1st July, 1976. Mr. M. Fone was appointed a Managing Director on the same date. Mr. J. A. D'Silva retired from the Board on the 30th June, 1976 in order to devote all his time to industrial matters. The results now before you would not have been possible without the hard work and dedication of our staff, and I would like to thank them for their efforts.

### AT HOME AND ABROAD . . .

For many years I have taken this opportunity to raise an independent voice on matters of concern not only to shareholders but also to a wider public both at home and abroad. Looking through my earlier discussions, I am struck by how many of the problems I have discussed linger on and that must be my excuse for returning to some of them.

### Where "Liberalism"?

At a Dinner in the City the other evening, someone told of the professor who asked one of his students: "In what kind of age would you say you are living?" The 17-year-old boy replied: "We are living in an age of apathy." Now, of course, lack of vigilance is an eternal temptation. Almost two centuries ago, Edmund Burke warned: "All that is necessary for the triumph of evil is that good men do nothing." Today, politicians talk of "participation" but offer us a vote every few years on how they should spend more than half our incomes.

But whatever the party men do or say before the next Election, it appears to me that the consensus has swung decisively against the socialist doctrines which post-war experience has proved so sadly wanting. This change was pointedly expressed by Jacques Hawkes when she wrote recently:

"I must be among tens of thousands of people in this country deeply troubled by doubts about our liberal-minded, labour-voting past. Were we wrong, are we partly responsible for the present danger that we will become a second-rate, proletarianised and, in one way or another, slavish nation?"

Such a confession makes it all the more disquieting that the Liberal Party should have made a pact with a Labour Government on its last legs. I agree with Professor F. A. Hayek—who 30 years ago warned against the "Road to Serfdom"—when he wrote to The Times:

"Many one who has devoted a large part of his life to a study of the history and principles of liberalism, point out that a party that keeps a socialist government in power clearly has lost all title to the name 'Liberal'. Certainly no liberal can in future vote 'Liberal'."

The leader of the Liberals on television retorted that Professor Hayek was speaking of another kind of liberalism, namely continental liberalism. It only goes to prove how far the word "Liberalism" has been corrupted in this country. British people who are true liberals find they have voted for a political group which first empties the word of all principle and then uses it as wrapping to conceal their naked political opportunism. I still think it would be a sad day for this country if we were to lose effective representation of liberalism. But I believe we need the liberalism of individual freedom and choice proclaimed by Hayek, not the hollow sham paraded by our present Liberal Party leaders. The problems we are facing can no longer be tackled by short-term party manoeuvres of promising the voters more "free" services—at the price of sacrificing their true freedom. Instead of asking governments what they can do for us, we must demand the opportunity to do more for ourselves. As Sir Keith Joseph has bravely argued on university campuses, liberty is a high ideal that is worth striving for as a condition of both moral and material growth for individuals and hence for society.

\* Author and archaeologist wife of J. B. Priestley.

### Monetarists and Micawber . . .

Among the specific issues from past speeches to which I feel compelled to return is my old enemy of inflation. I make no apology for quoting from my evidence to the Radcliffe Committee 20 years ago:

"One thing is necessary above all—a new respect for money and the ethical principles associated with economic and monetary policy. Inflation must come to be regarded as morally wrong and politically dangerous. 'Unsound' money means deceit, misrepresentation, breach of contract, injustice, and in the end impoverishment, chaos, revolution, tyranny and dictatorship. It is a primary responsibility of government in a free society to maintain a trustworthy monetary unit of account and medium of exchange. If it cannot do that, it has abdicated. In the Middle Ages, Florence, Venice

and Amsterdam owed their well-being, stability and prosperity to the trustworthiness of their currencies."

Twenty years later, most people agree that inflation is a public enemy number one. At last, an effort is being made by the Government to curb the monetary excesses that cause inflation. The plan is for a gradual reduction of rising prices to an acceptable level. But we must ask two questions: first, how high is "an acceptable level"?

secondly, how long is "a gradual reduction"?

In a free society there should be no inflation. As I said in 1957, it is equally necessary for freedom as for stability and prosperity that we have a sound medium of exchange. For too long, both sides of industry were in unholy alliance: management thought a little bit of inflation would increase profits, while labour was persuaded that a little bit of inflation could maintain employment. It was as though a little bit of pregnancy need not lead on to bigger things!

Turning to "a gradual reduction", I would liken inflation to a cancerous growth in the economy and society. When a victim of cancer goes to a doctor for surgery, the surgeon does not simply cut out a little of the growth, because he knows it would then grow still larger and more lethal later on. Not so with inflation. A good doctor would cut out all the malignancy. If we want to stop inflation, we have likewise to do so by shock treatment: basically overnight. Ending inflation inevitably causes transitional hardship as past expectations adjust to stable prices. But the longer we delay, the more severe the surgery and the necessary readjustment. Let sceptics ponder the old wisdom: soonest ended, soonest mended.

"A gradual reduction" will also prolong the political pressures on irresolute governments so that I question whether they would ever persevere to victory.

I must now enter an objection to the slur which is attached to the word "monetarist". The myth is propagated by those responsible for inflation that monetarists are harsh, extremist, even Right-wing. Against this wicked distortion, I must insist that many monetarists are great liberals and more compassionate than those present economists who have brought this country ever closer to the brink of bankruptcy by their own brand of "benevolence" since the war.

The basic philosophy of monetarism—which argues for the discipline of balanced budgets rather than the profligacy of the printing press—was simply expressed by Mr. Macawber in *David Copperfield*:

"Annual income twenty pounds, annual expenditure nineteen shillings sixpence, result happiness. Annual income twenty pounds, annual expenditure twenty pounds nought and six, result misery."

\* Reprinted with my other articles in *One Man's View*, Churchill Press, 1975.

### Human rights . . .

I have often complained about the double standards of our unprincipled political leaders. A particularly nauseating example is displayed by their phone "moral crusade" over Rhodesia. On the one hand they look on with guerrilla murder civilian labourers in Rhodesia, and at the same time they sit down in a luxurious Geneva hotel to negotiate with those responsible for such atrocities. Whatever diplomatic language may be used in explaining such rituals, we can have no faith in the honesty of people professing belief in human rights and yet acquiescing in doctrines of brutality, revolution and one-party tyranny.

In New York recently I met a friend I had not seen for some time. When I asked what he was now doing, he replied that he was a Commissioner for Human Rights. I enquired if he could tell me what the Commission for Human Obligations. What prompted my question was the example of the Declaration of Rights at the time of the French Revolution. One member of the National Assembly dared suggest that if a Declaration of Rights were passed, it should be matched by a Declaration of Duties. Significantly, his voice was lost in the popular babel—with results every schoolboy knows (or used to know before the decline in education standards).

\* The Times reported (31st December, 1976) that women and children were made to sit down whilst their husbands and fathers were ordered to lie on the ground closely together so as to be more easily machine-gunned and then bayoneted.

### Secrecy and British banks . . .

The City of London, maligned time and again, continues making an increasingly important contribution to national well-being through its invisible exports, despite every discouragement from governmental mismanagement. Its facilities for conducting international investment, banking, insurance and trade remain unchallenged. Its success naturally attracts competition from other centres and I wonder whether we are not helping them by understanding our own merits. The Swiss are masters in the art of public relations and they make the maximum effort to impress on an anxious world that banking secrecy is enforced by Swiss law with criminal penalties for violation. They emphasise that this law is founded on the traditional Swiss respect for property and privacy—which must always remain the fundamental safeguard.

If our foreign friends were to judge from the socialist attack on property and privacy in this country over the years, they would be forgiven thinking that bank secrecy in Britain is not equally strictly observed. The reason we have no criminal penalty for violation is that in the past it was taken for granted that the City was in all such respects beyond the reach of suspicion. The time may now have come to reinforce this convention by adopting the Swiss example and entrenching a legal guarantee of banking secrecy.

Lies, damned lies and statistics . . . We ought to be more worried about the multiplication of statistics required by the authorities from business houses. The amount of work created is becoming intolerable, especially for smaller firms. Furthermore, the dubious deductions drawn from such statistics recall the jibe that figures can't lie, but liars can figure.

A good example was the recent press headlines about the substantial rise in our foreign exchange reserves. It was only

the small print that revealed by how much our short-term liabilities had also risen. Such deceptions always remind me of what someone said about statistics being like bikinis: they can be very suggestive but they hide the most vital facts.

Most government statistics are not worth their cost, which is borne entirely by private enterprise—in unpaid labour to provide the data and overpaid bureaucrats to present them. The example of Hong Kong proves that if a free economy is allowed to function successfully, it can dispense with the window dressing of statistics.

### A strike of capital . . .

In a nominally free society like Britain, trade unions often abuse the right to withdraw labour but are very ready to accuse investors of withdrawing their capital. We might start by remembering that most capital is nothing more than the saved proceeds of past labour. But so far from there being a strike of capital, investment has kept up surprisingly well in the teeth of political persecution of profits and the over-manning some unions impose on the operation of modern capital equipment.

### Eurodollars in danger . . .

Some years ago I spoke of the danger developing in the Eurodollar market. Since then the external debts of the so-called "developing" countries have grown apace. The sound principles that should govern the practice of banking throughout the world have been neglected.

In a more equitable world where capital is put to best use, the granting of loans should be based on the following criteria:

- (i) that the borrower will devote the loan to capital and not to consumption;
- (ii) that the borrower of capital is credit-worthy;
- (iii) that the credit-worthy borrower of capital can generate sufficient cash-flow to meet the terms of servicing and repayment;
- (iv) that a loan in foreign currency will not run into exchange problems when repayment falls due.

Whoever departs from these principles is heading for trouble. Yet great international banks, including leading American houses, derive more than half their income from loans to foreign countries where sound banking principles do not always appear to have been observed. If it comes to the crunch and borrowers cannot repay, the central banks are expected to bridge the gap. Such transactions might then be described as irresponsible banking.

A worse danger is that if these loans were laid off by selling bonds to the general public, which in the event of default could not be serviced, they might precipitate a further undermining of the market economy by inviting still more government intervention. No less an authority than Dr. Arthur Burns, Chairman of the Federal Reserve, has recently warned the American banks against laying off future trouble in this way—so far with little apparent effect.

### Development or politics . . .

But if the market economy is occasionally led astray, the worst fault, as always, is that of the politicians. When they want to curry favour with under-developed countries—for example, to buy votes at the United Nations—they grant them vast loans which have absolutely no economic justification. The folly of such short-sighted political manipulations of money was exposed by the Hon. William Simon (as Secretary of the US Treasury and Governor of the Fund and Bank) in a statement to the World Bank Meeting in Manila on 5th October, 1976. His words should be deeply pondered:

"Unfortunately, good economics is not always perceived to be good politics. My experience has been that politics is an art with a high rate of discount. And while the payoff to good economics is real, it takes time. This, alas, as the economists call it, is a politician's nightmare."

Fortunately, I think that more and more people now understand that this is the case—and I sense growing suspicion of the proposed instant solution, the quick fix. In a world of unlimited demands and limited resources, finance ministers are not only inevitably unpopular, but indeed cannot afford to be popular. We are required to be the bearers of bad tidings—to reiterate the unpleasant but inescapable fact that resources are scarce while wants are limitless.

"It is our lot, whatever our country's economic system and whatever its circumstances, to sneak out for financial responsibility—to call for prudence in an age of fiscal adventure."

### Confidence, but only if . . .

The duty of government in a free society is not to shield its citizens from the facts and try to give the cert of all their needs. A free competitive economy provides incentives for all to apply their individual energies and, at the same time, harnesses them to national prosperity.

On many occasions, I have expressed my firm confidence in the ability of ordinary men and women to rise to exceptional achievement—but only if they are confronted with unvarnished facts and encouraged to give of their best for themselves and their families. We saw that during the war. And we could see a similar resurgence again—as we have seen in defeated Germany and Japan. But first we must be told the plain facts in simple English. We need politicians who will dare to lead and to give us freedom to solve our own problems.

During the time of the Ptolemies in Egypt, the Priestess of Isis spoke in a language that had not been used for a thousand years and, not surprisingly, no one understood. Let us cut out the jargon and speak in a language of today. Let us put forward a clear-cut programme for a return to economic reality, at the same time saving to free men and women:

When a task is set to you, Don't idly sit and view it. Neither be content and wish it done, But begin at once and do it!

Copies of the Report and Accounts are available from the Secretary, Kings House, 36/37 Kings Street, London EC2V 8DR.



# Cadbury Schweppes

## International review

Our Report and Accounts, which has been posted to shareholders, includes my statement on trading conditions together with a review of our world operations. These are some of the highlights.

19th April 1977

Adrian Cadbury  
CHAIRMAN

### Chairman's Statement

#### 1976 Results

1976 sales at £787 million were 18% ahead of those in 1975 and the profit before tax rose from £38.6 million to £46.4 million between the two years. Pre-tax profits showed a real increase over 1975 and margins at that level were slightly improved.

1976 was a year of rising raw material prices and of inflation in all the Group's main markets, compounded in the United Kingdom by the depreciation of sterling and the upward movement in interest rates. Against that background the level of sales and profits was encouraging, except in North America where action has been taken to ensure a recovery in 1977.

Where profit margins declined last year it was more from competition in sluggish markets than from controls over prices. We have the task of building up these margins so as to provide a positive cash flow and justify our investment intentions. To achieve this aim we will continue to concentrate the Group's efforts behind our main brands to give them the marketing backing they require.

The recovery in world economic activity is proceeding slowly and governments in the countries where we run businesses are faced with relatively high rates both of inflation and of unemployment. The overriding need under these conditions is to continue the attack on inflation. Rates of inflation must be brought down to ensure a competitive and expanding market sector, which alone can provide a lasting basis for the creation of new jobs.

#### Raw Materials

The 1976 supply position was dominated by the sharp rise in cocoa and coffee prices. Cocoa began the year at £765 a ton and finished at £2,075 a ton, while the comparable figures for coffee were £790 a ton and £2,918 a ton. The price of original tea rose by 63% in the course of the year. These figures reflect both the escalation in commodity prices and the relative weakness of sterling. Packaging materials increased in cost by between 25% and 50%; but the price of sugar fell by 10% from the high levels recorded in 1975.

#### Investment

In my last statement, I referred to the substantially increased investment programme which we are undertaking. Expenditure on property, machinery and vehicles totalled £27.9 million in 1976, compared with £24.4 million in 1975, but the real extent of the capital programme is reflected in outstanding commitments which rose from £13.6 million to £28.5 million at the end of 1976. The bulk of both expenditure and commitments is in the United Kingdom and is concentrated on the modernisation of production facilities at existing locations.

#### Cash Flow and Borrowings

Net borrowings during the year rose from £72 million to £107 million. The increase in borrowings due to the fall in sterling is more than compensated for by the increase in the value of assets being financed. The cash outflow during the year was broadly in line with that anticipated in the Group's budgets and is well within its borrowing facilities.

#### Policy

Action was taken in 1976 to develop the Company internationally and to focus marketing attention on brand and regional priorities. The improved figures from Continental Europe show the results which such a policy can achieve if it is applied consistently. The main marketing objective in Europe has been to make better use of existing assets - the Schweppes name and product range, both of which are known and established across the continent.

The same approach is being applied in North America, where Cadbury confectionery and Schweppes drinks have strong brand positions in important product and territorial sectors of their respective markets. To broaden their appeal, so that we have a greater share of what is still the largest and fastest growing single market in the world investment will be required, particularly in marketing. This means taking a lower profit in the short term and using our earnings to build a stronger business for the future.

The policy therefore continues to be one of concentrating on our core businesses and not retaining operations which do not fit this pattern, so ensuring that scarce management resources are used to the best effect. The uncertainties over commodity prices, inflation and the level of consumer demand in a year of halting recovery make it impossible to give a firm forecast for the year but we are budgeting for an increase in profits in 1977.

### Review of Operations

#### UNITED KINGDOM REGION

##### Confectionery

Cadbury assortments, Cadbury and Fry count lines, Cadbury moulded chocolate, Christmas and Easter seasonal lines, Pascall Murray sugar confectionery.

The Confectionery Division coped extremely well with a year made difficult by an exceptionally hot summer and unprecedented cocoa bean prices and made a substantial profit

Our mixer business in the licensed trade had to cope with a further increase of duty on spirits. Improving the service given to our customers continues to be one of the Division's main objectives in 1977.

##### Wines and Spirits

"Dubonnet", Andre Simon Wines, Cusenier, Spa Waters.

Good progress was made against a generally depressed market and we are looking for continued growth.

##### Concentrates and Essences

The production of essences to meet the requirements of the Group increased in 1976, both in the United Kingdom and overseas and more sales were made to outside customers.

##### Tea and Foods

Typhoo tea and teabags, Cadbury "Bournvita", chocolate biscuits, Cocos, Drinking Chocolate, "Marvel", "Compliment", "Smash", "Snack Soup".

#### Health and Chemical Products

Jeyes Fluid and "Babysoft" paper products, "Parazone" bleach, "Sanilav", "Bloo", "Ibcol" and "3 Hands" disinfectants, "Wonderflame" fire lighters, contract packing of aerosols, and the manufacture of plastic products.

With the depressed level of demand the Health and Chemical Products Division had a difficult year. Despite this, Jeyes U.K. achieved better profits than in the previous year. Results of Aerosols International were poor up to the third quarter, after which there was a marked improvement. Jeyes Ireland maintained its market share and profitability in the face of severe competition in tissues. Middleton Plastics continued to trade profitably.

#### AUSTRALIAN REGION

Cadbury Schweppes Australia Ltd. showed healthy growth in 1976 with trading profits up from £7.8 million in 1975 to £8.9 million. The improvement came from better performance in both the confectionery and drinks operations.

22% increase over 1975. The growth of the Schweppes soft drinks business in Europe has continued and total sales in litres increased by 28% over 1975. Trading profits rose from £1.3 million in 1975 to £5.2 million in 1976.

#### Ireland

Cadbury Ireland Ltd. has continued to maintain its dominant position in the Irish confectionery market, although the company faces ever-increasing competition from the Continent.

#### Sweden

Cadbury Slotts A.B. has again increased its sales and profits. Export sales at £1.1 million made a good contribution to the results.

#### West Germany and Austria

The benefit from the first full year of sales of the "Slimline" range and the excellent summer weather is evident in increased sales in both value and volume terms. The addition of Chivers jams to the product range during the year has given an added boost to sales and profits.

We have formed a new holding company, Cadbury Schweppes G.m.b.H., in Germany which will ultimately be responsible for all our interests in Central Europe.

#### Belgium and France

Sales of Schweppes in Belgium and France increased significantly, helped by the excellent summer weather. Exports of Cadbury products to France totalled £1.6 million; sales volumes were above those of 1975.

#### Italy

Effort is being concentrated behind the Schweppes brand. Despite the difficult economic conditions and poor summer weather, Schweppes soft drinks sales volume increased by 37%. Sales of Cadbury confectionery were also up.

#### Spain

Schweppes volume sales, through our franchisee, Rioblanco S.A., were up in spite of Spain's continuing economic difficulties and poor summer weather.

#### Franchises

Sales of Schweppes and Rose's products by our franchisees in the rest of Europe were 64% ahead of 1975. The Bulgarian franchise has come up to expectations during the first full calendar year. In 1976 a new franchise agreement was entered into with a major Turkish industrial enterprise.

#### WEST AFRICA

Cadbury Nigeria Ltd. again achieved record figures in both sales and profit terms. Cadbury Ghana Ltd., despite severe shortages of raw materials, has performed well and profits show a marked improvement on 1975.

#### EAST AND SOUTH AFRICA

Cadbury Schweppes Kenya Ltd. had a record year with the drinks operation continuing to grow against stiffening competition. In South Africa major structural change has resulted from a closer co-operation with the Coca-Cola bottlers whereby the South African company has taken a stake in their operations in exchange for their taking over our soft drinks business on a franchise basis. Confectionery maintains its steady progress and the policy continues of broadening the business both by product and market range. The Zambian drinks company has had a difficult year because of production problems brought about by raw material shortages. Plans are well under way for increasing capacity to meet the greater demand for the company's products.

#### ASIA

Cadbury-Fry (India)-Private Ltd. increased its profits in spite of being hit heavily by escalating cocoa prices. Our confectionery joint venture in Japan has met similar problems. Despite a delayed start the Malaysian confectionery company is now geared to meet an increasing demand.

#### EXPORTS AND FRANCHISES

Total U.K. exports including shipments to our overseas companies amounted to £33.2 million in 1976 compared with £25.2 million in 1975. Our franchise operations outside Europe also had a successful year with profits well up on 1975.

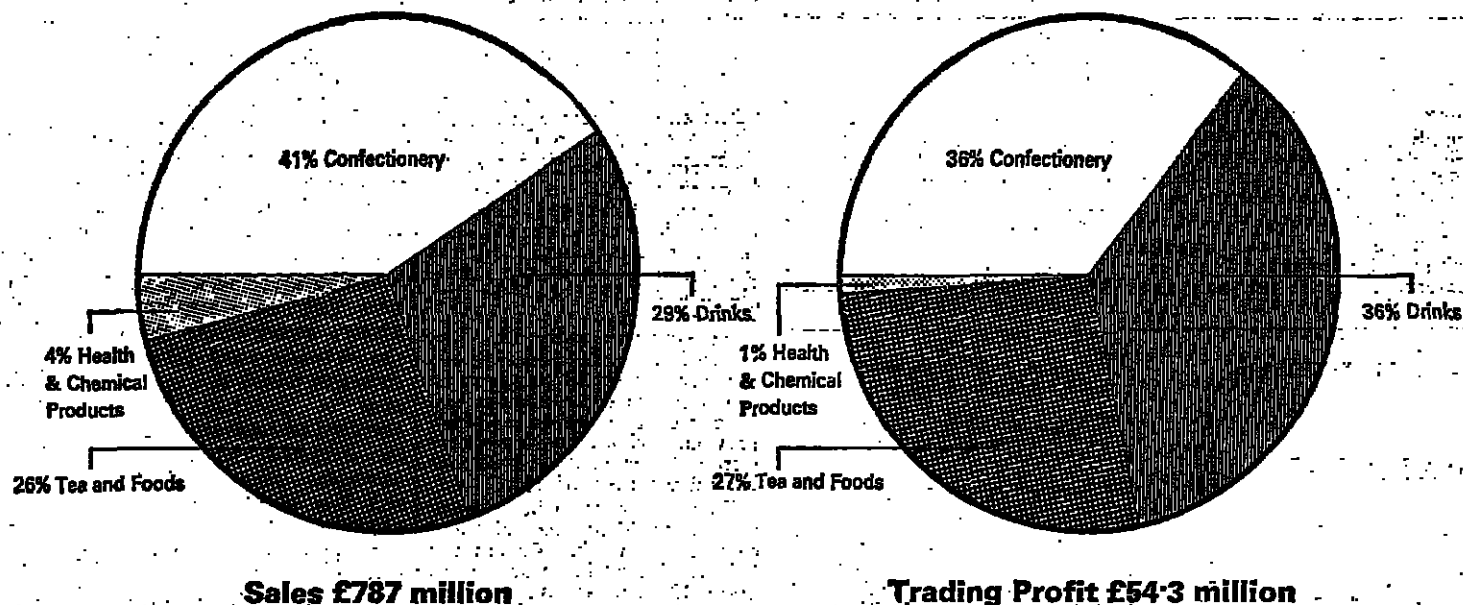
#### Annual General Meeting

The Annual General Meeting will be held at 12 noon on Thursday, 19th May 1977 at the Grosvenor House, Park Lane, London W1.

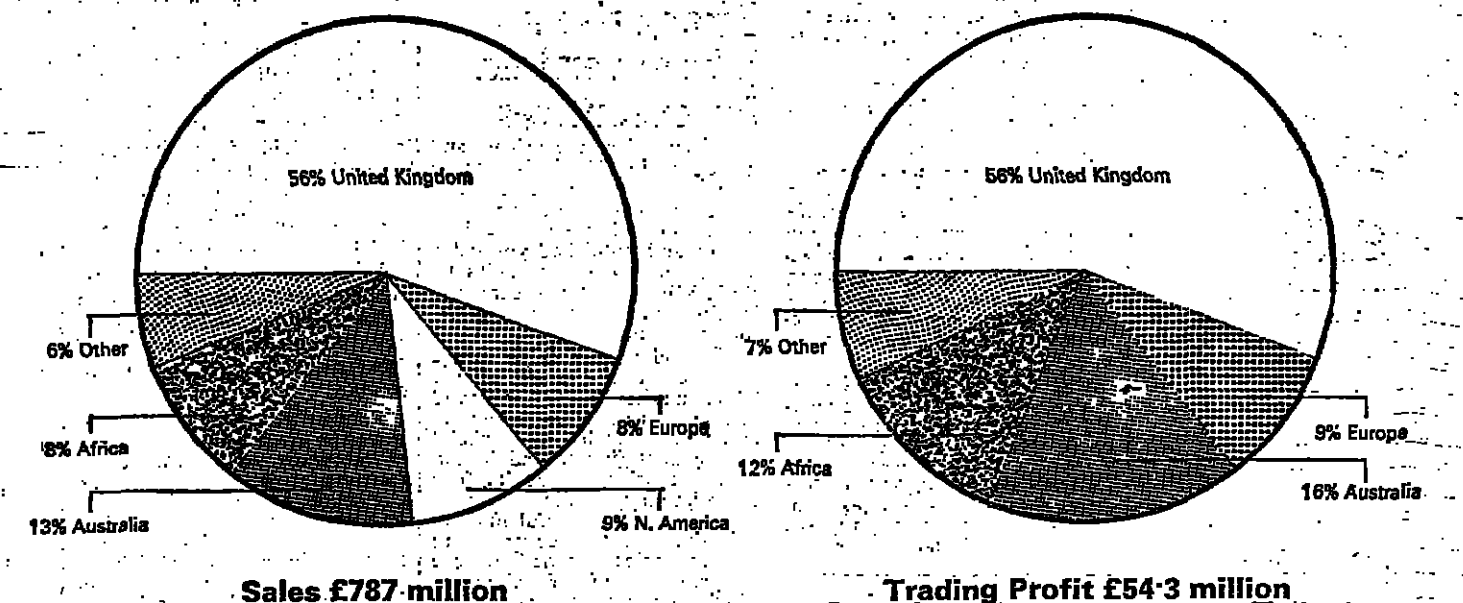
Copies of the Report and Accounts incorporating the full Statement by the Chairman and the Review of Operations are available from The Secretary, Cadbury Schweppes Limited, 7110 Connaught Place, London W2 2EX, England.

### Sales and Trading Profit Analysis

#### Product analysis



#### Geographical analysis



contribution to Cadbury Schweppes. Volume sales were up on 1975 in line with the industry as a whole and their sterling value increased considerably. Our share of the Assortments market has increased and the new "Bournville Selection" has been particularly well received. In the sugar confectionery section of the market, the Division continued the upward sales trend reported last year and aims to exploit this success in 1977.

#### Drinks

Schweppes minerals and soft drinks, Rose's Lime Juice, "Cresta", "Zing", "Pepsi-Cola", "7-Up", "Suncrush" and "Kia-Ora". In 1976 the Drinks Division achieved volume growth and its profit budget in a year of dramatic fluctuation in the market for soft drinks. Demand for soft drinks in the first six months of the year was depressed. Then the long hot summer tested to the full our ability to meet the surge in demand. The take-home trade was relatively buoyant in 1976 and we have achieved significant market share gains for Schweppes, Rose's Lime Juice and "Pepsi-Cola".

"Soya Choice", Hartley's jams, canned fruit and vegetables, Chivers' jellies and marmalades.

Both the Tea and the Foods Division reached their profit targets and increased volume sales. 1976 was a successful year for the "Typhoo" brand which ended the year with an increased share of both the packet tea and teabag markets.

Sales of Cadbury biscuits have been encouraging and our overall share of the fully covered market has been increased for the first time in five years. "Soya Choice", our textured vegetable protein product, has established itself as a grocery product of major potential. Catering Services has maintained both its profitability and share of key market sectors, with Typhoo in particular showing excellent sales growth.

#### Kenco

"Kenco" coffee. Kenco again increased volume sales and market share during a difficult year in which the cost of coffee has risen to unprecedented levels.

#### New Zealand

Cadbury Schweppes Hudson Ltd. maintained its progress in terms of sales and profits. The drinks business is beginning to show the benefits arising from a major reorganisation which should bring further improvements in results.

#### AMERICAN REGION

In North America, the management has been restructured and considerably strengthened. The company has withdrawn from unprofitable businesses and has concentrated its management and financial resources in those spheres offering the greatest potential for long-term profitable growth. Sales of Schweppes rose by 16% as both distribution and market share increased significantly in the United States and Canada. Cadbury, while achieving worthwhile growth in both unit and dollar sales, generated an unsatisfactory return due to the erosion of margins.

#### EUROPEAN REGION

Sales of Cadbury Schweppes products in the continent of Europe reached £66 million, a



## Dr Burns predicts 15 pc increase in American capital investment

From Frank Vogel  
Washington, April 19

American business spending on new plant and capital equipment is starting to revive, and the rate of increase in such investment will rise above an annual rate of 15 per cent before long, according to Dr Arthur Burns, chairman of the Federal Reserve Board.

In a rare television interview he said that businessmen were deeply concerned about inflation and the possibility of price and wage controls.

"Now the President has reassured them that this will not happen; that is to say we

will not have mandatory controls in our country, and that has helped sentiment."

Dr Burns argued that the key problem with the economy was not a shortage of money—"there is plenty of money around"—but the unwillingness of business to use the available money to make investments.

Fears of inflation and increasingly tough environmental controls have worried businessmen, he said.

However, he said that recent figures indicated a revival of business confidence, and this, together with the President's anti-inflation statements, should

lead to an increasing pace of investment.

Dr Burns said that Americans had no choice other than to accept higher energy prices. He expected a tough energy programme to be announced by President Carter this week—a programme stressing conservation, greater development of existing United States energy resources and new energy sources.

"Unless we practise oil conservation in this country and do so on a decisive scale we will be endangering our country's future. Not only the future of our economy, but also our national security."

## Labour peer backs small entrepreneurs in European debate

From John Winder  
Strasbourg, April 19

A Labour peer emerged as the champion of the small entrepreneur and trader at the European Parliament today.

Lord Bruce of Donington, speaking in a debate on multinational companies, said that their activities impinged seriously on the role of the small entrepreneur and trader as well as challenging the will of governments and upsetting the exchanges.

"The individual liberty of the subject must have its economic base, and that must in part be in the small private enterprise system in Europe," he declared.

The motion from the Parliament's Committee on Economic and Monetary Affairs called on the Council of Ministers and the Commission to establish one or more international legally binding agreements through negotiations with the parties concerned—governments and international organizations and undertakings.

It declared that such negotiations would succeed only with appropriate measures at Community level, and therefore called on the Council to adopt without delay proposals submitted by the Commission at the end of 1974.

Herr Erwin Lange, of the West German Social Democratic Party, moving the motion for the Committee, said that the small entrepreneur was a free person in a free parliament.

Mr Henk Vredeling, a Commission vice-president, said that within the Community they could establish rules and a code of practice on lines suggested by the OECD.

The motion was adopted.

## Italian union chief wary of worker participation

From Patricia Clough  
Rome, April 19

Signor Giulio Andreotti, the Italian Prime Minister, has said it is time to remove the "hostility and preconceptions" in Italy towards worker participation in management.

He proposed that workers should join, on an experimental basis, in the management of failing firms currently being reorganized by government bodies.

But Signor Luciano Lama, communist leader of the biggest trade union federation, expressed strong reservations. Joint management, he said, "could make the unions lose their power of pressure."

His union, the CGIL, was willing to accept some form of worker controls on management, but relations between the two sides should always have some element of conflict, he said.

The Prime Minister and Signor Lama were both speaking at a high-level debate here yesterday on economic recovery and worker participation.

Signor Andreotti recalled that the Italian constitution, drawn up after the Second World War, specifically provided for worker participation in management, but the hostility of the unions and fears among the employers that this would damage production had combined to turn it into a dead letter.

Signor Andreotti proposed that worker participation could be introduced in those bankrupt or uncompetitive firms which have been taken over by government bodies.

The idea of the workers taking joint responsibility for the reorganization of these firms would set "an excellent example," he said.

## Minister stresses human element in industry

By Malcolm Brown

Industrialists would ignore the human element in industry at their peril, Mr Booth, Secretary of State for Employment, said in London yesterday.

Mr Booth told them that the Government's industrial strategy was aimed at a huge regeneration of industry over the next decade.

"The decisions you will encounter in most of your boardrooms, not just in the next few years but in the next few months, will be perhaps the most momentous in postwar commercial history."

"Those decisions will not only have to be right, they will have to be practicable," Mr Booth said at a meeting of the conference on industrial relations. Such decisions would not be possible today unless they had the support of the workforce.

Britain could not afford to let billions of pounds of in-



Mr Booth.

vestment lie fallow because the human element had been ignored. The Mersey-side grain terminal was an example of an asset which had lain idle because the human element had been left out of the calculation until it was too late.

Democracy, Mr Booth said, was not something to be surrendered at the works entrance in the morning and retrieved again in the evening.

## TV makers urged to rationalize

By Our Commercial Editor

Technological and marketing changes are going to make rationalization inevitable among Britain's colour television manufacturers. Mr Jimmy Paget-Brown, marketing director for ITR Consumer Products (UK), said yesterday. He was speaking at the annual conference in Eastbourne of the Radio, Electrical and Television Retailers' Association.

"One could easily visualize the disappearance of one or two of the companies currently building brown goods in the United Kingdom," Mr Paget-Brown added.

Technological developments, especially in semi-conductors, meant manufacturers would no longer gear operations to an output of 100,000 or 200,000

colour television receivers a year. "Three or four hundred thousand sets will be the order of the day, and if that is what happens then, with a market of 1.5 to two million sets only in Britain, it is easy to deduce there are already more manufacturers than the home market needs."

He continued: "There has to be some rationalization if we are to compete successfully with the invaders of our shores." The hopeless fragmentation among manufacturers that existed today had to give way to such large-scale operations, or British industry as it was now would vanish.

Europe was the only market with really substantial growth potential, and he felt only five companies had the inbuilt

strength to cope with it: Thompson in France, Grundig in Germany, Thorn in Britain and IIT and Philips.

With 60 per cent saturation now achieved with colour televisions in Britain, it was going to get harder to sell new sets. The Japanese arrival of the replacements and second set markets.

Customers were going to demand better quality receivers, especially in colour, he went on. "On the issue of quality, the market at large must acknowledge the standards set by the Japanese industry. They have set us an object lesson in how to produce a reliable and robust TV."

"One may also say the British industry has, for once, responded quickly."

## Sharp fall in orders for construction

Orders for new construction dropped by more than £120m in February. According to provisional figures published yesterday by the Department of the Environment, the value of new orders during the month totalled £443m, against £565m in January.

Expressed at constant 1970 prices adjusted to exclude normal seasonal variations, total new orders for the three months December, 1976, to February, 1977, were down 10 per cent on the previous three months, September to November, 1976, and 9 per cent down on the period December, 1975, to February, 1976.

Housing was badly hit. New orders in the public housing sector were down 13 per cent on the previous three months, and 39 per cent on an annual comparison. Private housing orders were 18 per cent and 25 per cent down respectively.

There appears to be a broad upward trend in industrial and commercial work. Orders for private industrial work were down 12 per cent on the previous three months, but they showed a 36 per cent improvement on the same period a year earlier. On the same comparison, private commercial orders were up 8 per cent and 31 per cent.

## Strong rise in jobs advertised for executives

Demand for executives and managers in Britain seems to be rising strongly. The latest quarterly index, based on newspaper advertisements of jobs vacant and published yesterday by management consultants, MSL, shows a 14 per cent rise in the number of managerial jobs advertised.

It is a fairly crude measure of the state of the labour market, but it has moved in line with other more general indicators, such as official employment figures and investment intentions, since its first compilation in 1959.

The present cheerful outlook is in line with the recent rise in job vacancies notified to the Department of Employment which, along with two months of slightly falling unemployment, has puzzled many economists who had expected the demand for labour to remain slack this year.

The increased executive demand extends over almost all job categories covered by the MSL index, with a particularly strong rise for personnel appointments.

## LETTERS TO THE EDITOR

### Vital role of the engineer in top-level planning

From Mr R. H. Ashworth

Sir, In your issue of April 14 Mr Metz bemoans the fate of the engineering industries in Britain. He is highlighting the discrepancy that exists in the minds of most chartered engineers and which is always a talking point when they meet.

The institutions, because of their conservatism; the unions, because of their straitjacketing of individual effort, have not been able to change the pattern. The intellectual engineer who has been trained to think in terms of logic, optimization, vision, and—here I say it—creativity is subjected to the "short-term realities" of accountancy and marketing.

How can words be found to explain, first, to the engineering laymen who form the vast majority of the leaders of engineering industries, and secondly, to the general public, just how vital it is for the future wellbeing of this country that the practical, experienced engineer with his scientific training is fully involved in top level planning and decisions.

Dependent upon the product is the degree to which accountancy, engineering and marketing will have their effect—that is accepted; but let us look to France, Germany, Japan, the United States and the USSR to see how that degree is approximated.

The Minister of Education is committed to increasing the university recruitment for engineering subjects; she will have to ensure that the very convincing arguments in terms of society providing the satisfactions and rewards needed to sustain

such a programme before many in the engineering profession will stop dissuading youth from joining their ranks.

Yours faithfully,  
R. H. ASHWORTH,  
"Brigade Gap",  
Loseberry Road,  
Claygate,  
Esher,  
Surrey.

From Mr L. I. Sanders  
Sir, How right is Mr G. L. E. Metz's statement in his letter (April 14) that it is unlikely that the efforts of a mechanic and a chartered accountant will be as effective in producing a power station or other engineering project as those of a qualified engineer and that it is time that the engineer was back in the "driving seat" as he was when this country was in the lead in industrial development throughout the world.

Why has the "driving seat" been thus vacated? Timidity and lack of enterprise have not in the past been conspicuous failings of the engineering profession. I suspect rather that in recent years many engineers have reacted to the utmost degree of frustration as a result of misapplied trade union power around them.

They have found themselves spending an inordinate amount of time combating "over-manning" trying to ensure that work done receives no more than its just reward and in almost interminable talk over even the simplest problems, instead of being reasonably free to "get on with the job" of ensuring that production is efficient and that the product achieves excellence.

I think that many also have become disillusioned at the lack of support they have received in conceding with such difficulties, this phenomenon being epitomized by the fate of the Heath Government elected to get reason into industrial relations and abandoned by the electorate when the "crunch" came.

But this is a challenge to the engineer and neither the lack of financial reward found in some sections of the profession should deflect him from taking the lead in this country rather than retreating into the background or seeking easier or better paid work abroad, nor should it deflect the young man from qualifying himself to enter the profession. It has always been a profession full of interest and opportunity; the present added dimension associated with dealing with union pressure gives added interest, even if so often in a wasteful and sterile way.

If trade unions could realize that increased productivity is a means to national solvency and therefore prosperity for all, while inflated wage claims and over-manning can only lead to bankruptcy and poverty for all then with the engineer in the "driving seat" and co-operation in place of combat this nation could be unified and leading the world in industrial development again.

Yours faithfully,  
L. I. SANDERS,  
High Barnet,  
Middlesex,  
Camden Town,  
Winchester,  
Hampshire SO21 2AN,  
April 15.

## Benefits of the Gezira cotton scheme

From Mr D. M. Forster

Sir, With reference to the letter from Dr A. Barnett concerning the Gezira Scheme in your issue of April 4. As an erstwhile field inspector in the Gezira from 1946-1955 I was in a position to view the scheme both under the Sudan Plantation Syndicate and, from July 1, 1950, its successor, the Sudan Gezira Board.

Whilst agreeing with Dr Barnett that we were, to some extent, authoritarian (actually the dreaded word paternalism comes to mind) this was necessary to maintain the high standard of cultivation required for irrigated cotton with the attendant dangers of disease and loss of yield through inefficient picking.

Certainly the wholly excellent Sudanese inspectors who took over from us in 1955 continued this tradition.

It is on the economic benefits of this great scheme that I cross swords with Dr Barnett, in that he ignores, or does not know, that up to 1956 the four-course rotation meant that only 25 per cent of the tenants' holding was under cotton, 50 per cent fallow and the remainder millet and vegetables. The fallow provided grazing, and the yields from the other crops belonged to the tenants, water being supplied for them up to the emptying of the Senar reservoir in March.

When one considers the pre-scheme conditions of rain-sown millet, with famine in bad years, the economic advantage of freedom from hunger is incalculable.

Further economic advantages were the outlawing of any form of mortgage on growing crops (the case of India) and the financing of cultivation costs by Government interest-free loans, as well as spin-offs in the form of the creation of jobs in all the ancillary works—grinding factories, light railways, irrigation, together with itinerant labour necessary for the crops themselves at certain times.

It is true that under the criteria of a modern welfare state little was done until 1948, but the mood of the West until then was not particularly welfare minded.

However, from then on the pace quickened. On my particular 15,000 acre block, village councils were set up and appointed Sudanese overseers for their own tenants; primary schools were built, and each area had a pharmacy.

As far as Dr Barnett's contention that "no one knew what the tenants felt" I would point out that I, and my colleagues on the other 39 blocks, had to speak Arabic and spent all our days amongst the tenants and their councils, so this was far from the case.

To me the scheme was a perfect farmers' cooperative, almost a blueprint for an agro-socialist state—nationalized land, profits split 40:40:20, to workers, Government and risk capital.

I certainly feel that both Mr Garner and Dr Barnett should be a little more meticulous in their research. Sir Arthur Gaikell's book *Gezira: A story of development* gives a true picture as I saw it.

Yours faithfully,  
D. M. FORSTER,  
Managing Director,  
Lowestoft Ice Company Ltd,  
Lowestoft,  
Suffolk,  
April 5.

## Exploring the path to worker cooperatives

From Sir Roger Falk and Mr John Morley

Sir, It is indeed necessary, as Peter Jay says in his article "Till we have built Monday..." (April 14) that the experience of the Basque workers' cooperatives should be vigorously audited, in order to identify, as accurately as possible, the principal ingredients of its success. If it appears, as experience in this country too would suggest, that a state of near-collapse had to be reached before the cooperative solution was seriously considered, one should not be too optimistic about a change occurring without that stimulus.

In practice, the writing on the wall appears months or even years before the events it predicts. So there is usually plenty of time to take the right action provided that adequate preparations have been made in advance. Money is important in crisis situations; sound advice even more so.

We would agree with some of Peter Jay's opinions but not with others, especially not with his suggestion that workers' stakes in the enterprise can be dispensed with. We take a directly opposite view. It is most important that this and other fundamental factors in establishing successful production cooperatives should be properly considered, fully investigated and thoroughly argued out well in advance. The wider the discussion, the better the chance that the transition from the corporatist to a cooperative structure will take place, not under duress, but as an act of deliberate policy.

This foundation, despite its primarily agricultural orientation, can make some contribution to the evolution of a new philosophy, and there are others who will want to do the same.

What is needed now is a clear sign from the Government that it regards this as a path of economic change which has to be seriously explored.

ROGER FALK,  
Chairman,  
JOHN MORLEY,  
Trustees,  
The Pickett Foundation for Cooperative Studies,  
31 St Giles,  
Oxford OX1 3LF.

## Cheque guarantee limit

From Lt-Col J. A. Thunton Carter

Sir, There has been considerable publicity over the fact that the Barclaycard is changing its appearance due to the incorporation of the word "visa" to make it more universally applicable.

Would it not, however, have been vastly more helpful to those who use Barclaycards for the purpose of guaranteeing

cheques if the limit of £30, which has applied since Barclaycards became valid for this purpose, were to be increased to something like £50 or £60?

Yours faithfully,  
J. A. H. CARTER,  
Pickett Farm,  
Rabbits Heath,  
Welwyn,  
Hertfordshire,  
April 18.



NOTICE IS HEREBY GIVEN that the 139th Annual General Meeting of the members of The Scottish Provident Institution will be held at the Head Office, 6 St. Andrew Square, Edinburgh, EH2 2YA on Tuesday, the 26th day of April 1977 at 2.15 p.m. to consider ordinary business and also to consider and, if thought fit, to pass Special Resolutions for the alteration of the Regulations of the Institution.

NOTICE IS ALSO HEREBY GIVEN that, if the Special Resolutions are passed by the requisite majority at the said Meeting, an Extraordinary General Meeting of the members of the Institution will be held at the Head Office on Tuesday, the 24th day of May 1977 at 2.30 p.m. to consider and, if thought fit, to confirm the said Special Resolutions.

The general purpose of the proposed alterations to the Regulations is given in the Notes appended hereto.

A copy of the proposed alterations can be inspected by any member at the Head Office or a copy will be given to any member on request.

Copies of the Report and Accounts are available from this address.

By Order of the Board  
J. M. MACHARG  
General Manager and Actuary

6 St. Andrew Square,  
Edinburgh, EH2 2YA  
12th April 1977

- NOTES
- To reduce the quorum for general meetings from 21 members present in person to 10 members present in person.
  - To enable members to vote at general meetings not only in person (as at present) but also, on a poll, by proxy.
  - To alter Regulation 30 so that advertisement of the calling of the meeting shall be in the week ending 15 clear days before the meeting and in the previous week instead of in the week ending on the day before the meeting in the previous week.
  - To add a new Regulation providing that no person (other than a retiring director or a person recommended by the directors) shall be eligible for election as a director at any annual general meeting unless due prior notice, as stated, shall be given to the Secretary together with a written consent by the person; and providing an age limit of 70 years for directors other than certain existing directors.
  - To improve the wording of Regulation 47(2) relating to the voting by general meeting of the remuneration of the directors.
  - To add to Regulation 47(3) a provision enabling the expenses of a director in attending meetings or incurred in the business of the Institution to be paid (apart from remuneration for extra services as at present).



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## Boost for East-West trade sought

Geneva, April 19.—Fresh efforts to promote East-West trade were urged today as the United Nations Economic Commission for Europe opened its annual meeting.

Mr Janes Stanovnik, the executive secretary, told the 34-nation conference that determined action on many fronts would be required if progress in East-West trade were to be maintained at the substantial rate of growth it showed in recent years.

Much greater attention was necessary to "improve the pattern of long-term specialization... including large-scale projects of common interest," he said. More efforts would also be required to identify suitable projects and suitable forms of multilateral financing.

Stable and steadily-growing East-West trade "should be based on the growing complementarity of restrictive economies," he said.

One of the main topics at the two-week meeting is a year-old Russian proposal to follow up the Helsinki final act of the European Conference on Security and Cooperation with all-European congresses on energy, environment and transport.—AP-Dow Jones.

## US incomes up 1.7pc

Personal income in the United States during March rose \$24,200m at an annual rate of 1.7 per cent to a seasonally adjusted annual rate of \$1,486,000m, the Commerce Department said. The increase was larger than February's rise of \$20,200m and was the second biggest increase ever.

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BY THE FINANCIAL EDITOR

## Hawker prepares for an international buying spree



Sir Arnold Hall, chairman of Hawker Siddeley on the look-out for acquisition.

Having long since reconciled itself to the nationalization of Hawker Siddeley Group's aerospace companies, the market is now keen to see Hawker get its cash and get on with its acquisition programme. Proposals to increase the authorized capital by a quarter to £71m improve the scope for the use of paper in any future acquisition. It is thought with at least £75m cash due in as compensation for the aircraft companies and a further £41.4m in the bank at the year-end additional capacity to use paper is a luxury rather than a necessity.

The group has no plans to abandon its engineering bias and although its shopping list of international companies is hardly open for inspection, it is clear that one or two of its fellow nationalization victims, Hawker has plans to do more than just put the cash on deposit.

A 43 per cent improvement in pre-tax profits to £75.4m from the group excluding its aero-departments aerospace business in this country reaffirms the pace of growth of the remaining business, only marginally helped this year by sterling devaluation.

Since Hawker plans to use its Government compensation to buy new businesses here and abroad, analysis of the existing group, provides little guide to its future shape.

So at 530p up 20p yesterday, and yielding just 4.3 per cent, the shares now take on a fairly speculative air, but this is a blue chip speculation.

Final	1976	(1075)
Capitalization	£253m	
Sales	£974m	(£829m)
Profit	£99.7m	(£73.8m)
Earnings	101.1p	(62.8p)
Dividend	22.51p	(20.46p)

### Jardine Matheson

### The currency problem

Hongkong-based trading house, Jardine Matheson had a disappointing year in 1976 with earnings a mere 40p, only 10p more than the average of the previous six years. Mirroring the dull trading picture, the shares, too, have under-performed not only the buoyant Hang Seng index but the other major trading houses as well.

Even so, net profits 13.6 per cent ahead of HK\$302m (£38m) were in line with outside expectations and the disappointment in the figures that led to a 7p drop in the shares to 306p lay more in the absence of the normal scrip issue.

In the event it has been currency movement rather than any serious shortcomings in trading that have been responsible for the lacklustre showing. With the HK\$ one of the strongest currencies in the world last year and Jardine's 51 per cent outside Hong Kong, the company's currency assets like the United Kingdom and South Africa, has been an exchange loss of HK\$15m and the group points out that in sterling terms there would have been a 47 per cent rise in profits.

Hongkong's fortunes have been buoyed up by the full year inclusion of newcomers Gammon and Zung Fu and apart from financial services hit by the generally low level of activity there the other Hongkong business too have had a generally good year.

Overseas, however, is another matter and the lion's share of

the three-quarters drop in natural resources, 6 per cent is due to the depressed sugar price with the depressed price only just breaking even at current United States sugar prices.

For the current year, much hinges on sugar where Jardine's gearing to increased prices is enormous, but even with a maiden contribution from Transport and Trading in the Middle East and moves by the Hongkong authorities to take some of the steam out of the dollar outside estimates for 1977 err on the side of caution at around HK\$320m or £15.5 a share. An historic p/e ratio of 16½ is low by Hongkong standards and 1977 could be the year Jardine comes in out of the cold.

Final	1976	(1975)
Capitalization	£4,890m	
Net profits	£302m	(£265m)
Earnings per share	\$1.47	(\$1.40)
Dividend	63 cents	(57 cents)

All figures in Hongkong \$.

### European Ferries

### Cautious accounting

Exceptional currency gains on overseas ticket sales accounted for almost two-fifths of the £4.7m increase in European Ferries' pre-tax profits last year. But even setting this aside the 1976 outcome is some way ahead of most market expectations.

Helped by commercial and passenger traffic increases of about 17 and 15 per cent respectively, the shipping division was able to take advantage of the increases in the second half, after a fairly static first six months. Profits in this division climbed by more than a quarter to £8.2m.

Nine months figures from Felixstowe Docks, attached from the jaws of the state's Docks Board last summer, amounted to fractionally under £1m and lifted harbour division profits to £1.47m. Felixstowe is currently taking all the trade it can handle and has, in result, of deep-water dredging now being carried out.

Meanwhile a huge below the line debit of £8.6m representing losses on foreign currency loans—after deducting a £4.1m sale of profit—comes as no surprise in the light of the group's cautious accounting policy.

Around 85 per cent of Euro-

pean's shipbuilding borrowings of £61m are in hard currencies like Dollars and Deutsche Markers but overseas assets which are not revealed yearly on a sterling basis are thought to be worth roughly twice this sum.

And the eventual benefits of such caution are clear enough in the £4.1m profit on the sale of three ships. One of the vessels involved, the 12-year-old Viking II sold for £6m had a book value of less than \$200,000.

Heavy spending on the fleet which was a major cause of the rise in gearing and as such the major factor behind the shares fall from grace in the past few years is now starting to pay off.

Cash flow is moving strongly ahead of capital repayments and European has outpaced most of its rivals in necessary modernization. With at least 50 per cent increase expected from Felixstowe this year and over £2m expected from a revised property division 1977 profits could climb to comfortable levels in excess of £10m.

The shares up 31p to 713p yesterday after a steady climb in recent weeks after a p/e of 5.7 a raising which still does not seem to be taking full account of the prospects—let alone the special dividend—let alone the special dividend.

Final	1976	(1975)
Capitalization	£59.26m	
Sales	£93.5m	(£86m)
Profit	£11.06m	
Earnings	£6.37m	(£6.37m)
Dividend	3.07p	(2.79p)

### Rockware

### Raising the dividend

At the end of 1976 Rockware, following the successful £5.6m sale of its Greenford site, had £4m in cash, and most of its borrowings were long term, so its need for the £3.5m rights issue announced yesterday, is somewhat limited. But the attraction of raising the dividend by 49 per cent dovetails nicely with almost doubled capital spending of £10m this year, plans for acquisitions—two of which have already been implemented at a cost of £1m—and a growing requirement to finance stocks which were swiftly depleted in the fourth quarter by a sudden rise in demand.

Net cash flow from trading last year was nearly £9m, and providing demand continues to hold up, should be at least as high this year, but the rights issue money could easily disappear into working capital. On the year end figure, stocks of finished goods and work-in-progress were being turned round every 31 weeks when the more normal picture would see a seven week turnaround.

Even so, the rights issue should leave borrowings virtually unchanged this year unless there are major acquisitions. Meanwhile Pilkington is keeping its options open by accepting the one-for-four rights at 82p for its 19½ per cent holding.

Up 4p yesterday at 105p the prospective yield on the ex-rights price is 8 per cent, which is fine, providing the rise in demand does not disappear with the lack of increased consumer spending as fast as it arrived.

Accounts	1976	(1975)
Capitalization	£18m	
Net assets	£16.1m	(£21.5m)
Borrowings	£4.9m	(£14.3m)
Pre-tax profit	£6.3m	(£4.3m)
Earnings per share	17.21p	(12.83p)

complex to the point of being

# Revolt of the 'silent minority' underlines union antagonism to phase three

Paul Routledge  
Labour Editor

The disorganized revolt of the rank and file against wage restraint has hitherto lacked direction. It has now found a focal point in the spreading discontent among skilled workers. Disputes at British Leyland, British Steel's Port Talbot works and at Ford Motors suggest that the traditionally 'silent minority' of craftsmen will pull down the imposing edifice of the social contract, not the militants usually associated with industrial action.

Disaffection in the car industry mirrors a wider antagonism felt by the skilled, who argue that their status and rewards have been unduly eroded by two years of wage control that improve the relative lot of the lower paid—at their expense.

The levelling tendency of incomes policy a la Jack Jones has stored up irritation which is now finding its way into the argument over what should follow phase two of the social contract. It is an annoyance that is running ahead of the cumbersome democracy of trade union conferences where policy is made.

Between these annual seaside jamborees, the shop floor is effectively disenfranchised. If the leadership is to be taken to a deal on pay reached between the TUC and the Government, the rank and file

cannot look to its national leaders for support in its disillusionment with restrictions on collective bargaining.

In this situation the Amalgamated Union of Engineering Workers is particularly prone to the charge that it has 'lost control' of its members. That is a misreading of the way things are. The engineers probably have the most democratic constitution of any trade union.

The lay policymaking body, the 52-member national committee, meets every May to determine attitudes that bind union officials as they face the TUC or the ministerial district secretary, to carry out to the best of their ability. Short of a recall of the national committee (which is not taken), the policy is rigidly maintained. It takes no account of changing conditions; it can, and now is, putting the union into an unhappy relationship with its most active members.

At the Scottish TUC the engineering workers will today vote against the miners' demand for an end to incomes policy. The Scottish executive committee, Mr. Gavin Laird, argued that the delegation could take no other view because it was bound by last year's decision.

The national committee is by no means a rubber stamp on policy. It usually divides very marginally in favour of the moderates. Some regions and some indus-

tries are more militant than others, and their delegates usually vote against wage restraint. The present engineering revolt is based in those militant areas and in those places: Heathrow, British Leyland and Ford.

To an extent, it is a political revolt. These districts and left-wing representatives to the policymaking body and tend to be the first to kick over the traces when pay policy appears to be failing. It would be unusual if they did not take their chance when it came.

Their dilemma is that the union's policy is a fly in the amber. Much has happened since the national committee voted last May to go along with the second year of wage curbs. It may, in fact, almost certainly, will change its mind in two weeks' time when the conference assembles in Edinburgh. The agenda is dominated by resolutions from both left and moderate regions calling for a return to free collective bargaining. And it is difficult to see how the engineers' leaders can avoid a policy switch, even if they want to.

That is scant comfort to industries faced with the revolt on their own shop floor. By the same token of democracy that is built into its constitution, the AUEW does not make a habit of dragging members in dispute back to work. Mr. Scanlon and his officials can cajole and threaten, but it is practically unknown to expel unofficial strike leaders.

The agreement entered into at British Leyland, where other unions agreed to take part in a strike-breaking exercise to end the month-long toolmakers stoppage, was a critical departure from traditional policy.

It was a shift in policy that did not survive through the Heathrow dispute, and it does not appear to have caught on elsewhere.

Mr. Frank Chapple's electricians union has not thus far attempted to repeat the formula in the unofficial strike by 500 of its members at the Port Talbot steelworks.

In private, leaders of craft unions attending the Scottish TUC this week, argue that their difficulties will not be resolved until restrictions on collective bargaining are taken away. Mr. Tom Brakell, the electricians' president, which has not backed its steel industry strikers, predicts that the discontent in South Wales will break out into a general strike to secure a return to unfettered pay negotiations.

It is not, then, a question of

trade union discipline. The disaffection of the skilled affects the engineers who have loose discipline and the electricians whose tough stand against unofficial elements is legendary.

Of course, very many more craftsmen are working normally and have swallowed the erosion of their relatively higher standard of living. But under the twin pressures of rising prices and traditional militancy, those who have fought before are fighting again, aided by the uncertainty among TUC leaders about what should follow the present incomes policy.

Today is the left's 'day of action' which will disclose the measure of organized, militant backing for the campaign against any renewal of the pay curbs. British Leyland shop stewards and the Communist Liaison Committee for the Defence of Trade Unions, have called for widespread token stoppages in protest at government plans to sustain the incomes policy. MTs will have an opportunity, wily nilly, to test the temperature of the shop floor during a lobby of Parliament.

It would be an oversight to dismiss the frustrations of the skilled because, for the day, they have been ostracized by the left. A solution to the argument about pay will come only from the political arena and not from any simple recourse to union rule book discipline.

## Rosemary Brown on the contentious workings of the Shops Act

### Never on Sunday?

On Sunday, as the law stands, you can buy a razor for cutting your corns—but not for shaving; purchase fish and chips from a Chinese take-away, but not from a bona fide fish and chip shop; get a copy of *Playboy* to read, but not a Bible in hardback; buy fresh milk for tea and coffee but not the dried or tinned variety for a baby's feed. And the purchase of fresh meat is taboo on Sunday, unless you are fortunate enough to have a kosher butcher near by.

The law is so complicated, so out of touch with reality and so utterly confusing that even officials from the Home Office have been heard to groan when asked to spell out in a couple of short sentences the nub of the Shops Act.

The basic regulations state that shops should be closed by 3 pm on weekdays and by 5 pm on the one late night evening of the week (which is Saturday, unless specified differently by the local council). A shop is not allowed to be open on Sunday and must shut once a week by 1 pm for official early closing.

However, there are many exceptions, special cases, seasonal considerations, particular characteristics of an area and a host of other absurdities that turn what should be a simple issue into a bureaucratic nightmare.

Knowing the regulations is no guarantee of successful 24-hour shopping. The vast majority of shops close well before they need and very few, if any, open as early as they might (any time after midnight). Another reason for the existing chaos is that the law, particularly as regards Sunday trading, is being broken across the nation.

Many local councils turn a blind eye on shop hour offences, unless there is an actual complaint, and a fair number of complaints they do not only maliciously designed to trouble for immigrant shopkeepers—but in fact, ill-founded.

When a law is archaic because the life-style for which it was conceived has changed, complex to the point of being

virtually unenforceable, and counter to public order in that it is being flouted every day of the year, one might suppose this would be a good argument for changing the law.

Another powerful argument is the consumer angle: two years of Home Office (Consumer's Association) indicate variously that nearly half of which a very high proportion are working wives—want shopping hours extended.

A third argument is the enterprise factor. Everyone agrees greater productivity is vital: so if a customer wants to buy something and a retailer is prepared to work longer hours to sell it, surely this should be a matter for rapturous applause?

Longer hours

And many shopkeepers, as it is obvious not only from the number breaking the law but from the pressure of such groups as ROSTA (Retail of the Sunday Trading Act) and the National Union of Small Shopkeepers, which represents some 8,500 retail outlets and whose secretary William Booth has said that for many of his members longer hours mean the difference between survival and extinction, are clamouring for the right to work harder.

The Consumers' Association says the Shops Act is ridiculous and should be scrapped, on the undeniably criterion that when it comes to shopping, the customer's interest is paramount. In the meantime, the various legal loopholes are being exploited hard and imaginatively. Among the more elaborate schemes that have been tried with varying success are: trading 'clubs', Sunday 'demonstrations' and the device of selling goods that are allowed—say, apples, for £100, and giving away with them a large double bed.

There is also entrenched opposition to change from the Retail Fruit Trade Federation and the National Federation of Meat Traders. Sunday trading is impractical, flatly comments John Phillips, assistant secretary of the Union of Shop, Distributive and Allied

Workers. People who argue for longer hours, always ignore the price factor, patiently explains Richard Weir, director of the Retail Consortium.

The point here and others are making is that longer hours mean higher operating costs, which in turn mean higher prices. In particular, the worry is about the need for extra staff and overtime rates; and time and again the argument is put that extended hours will not increase turnover but simply spread the same volume of sales over a longer period.

Other, less altruistic, fears are behind the campaign to prevent reform. 'Shopkeepers need a rest day too' is the popular cry. So do the assistants, emphasises Udow, which, with a predominantly married female membership, is violently opposed to Sunday shift work. 'Making Sunday trading optional is meaningless', goes the well-rehearsed objection. 'If some shops open, we shall all have to fall into line for self preservation.'

Large shops and multiples maintain (despite unemployment) they will never find the staff to work unsocial hours. Small shops, who believe they will, are scared that if the battle is lost, they will be swamped by the competition. Shops that are breaking the law and getting away with it object to a free-for-all, on the basis of losing their ill-gotten advantage.

For all the robust presentation, most groups concede that there is discussion within their ranks. Many individual shops want to do their own thing and let the market forces test the reward-for-enterprise debate. Furthermore, grievances abound even among those lobbying for the retention of restricted trading.

Sunday markets are a cause of much voluble complaint, in that they manage unfairly against local shops. Many small butchers and greengrocers deplore the extended Christmas/New Year holiday since, with some markets open and others closed, fresh supplies are difficult to plan—resulting in limited consumer choice and loss of trade to the larger shops with more storage capacity.

The National Food and Drink Federation, which condemns the Shops Act as 'an absolute quagmire', but whose members are sharply divided, believes the best solution is a legal maximum number of hours—say 60—but which shops having the absolute freedom to decide when to be open.

Undoubtedly, this is a reasonable compromise. But for all its merits, it remains a compromise which sets a limit to fewer trading hours than are actually allowed at present. So why not go the whole way

and allow individual choice to dictate the issue? The great fear that freedom to open will chain shopkeepers to their counters at all hours of the day, is questionable, since most shops are closed most evenings by 6 pm—if not well before. The consumer-lobby against higher prices' argument is also unproven, as those shops that do trade on Sunday usually charge extra and are almost invariably crowded.

The unfair competition objection is also specious, since equal choice for all will enhance fair trading rather than diminish it. And far from imposing a straitjacket, it will achieve the reverse. While some shops may opt for limited trading at higher cost, others will choose shorter hours with more competitive prices. More flexibility will also mean more jobs.

Naturally, genuine fears do exist... but the dominant message seems to be fear of change.

Quagmire

The Central City Hotel and the Central Park Hotel, which are together estimated to be worth more than £7m, remain the property of S & M Hotels and continue to trade under the management of the receivers. They have not been sold to an Arab-backed buyer as was stated in *The Times* Business News yesterday.

S & M Hotels

### Redemption Notice

### City of Oslo (Norway)

9% Sinking Fund External Loan Bonds due May 1, 1985

NOTICE IS HEREBY GIVEN, pursuant to Fiscal Agency Agreement dated as of May 1, 1970 under which the above City of Oslo Bonds were issued, that the City of Oslo, Norway, has agreed to pay for redemption on May 1, 1977 through the operation of the Sinking Fund, \$1,200,000 principal amount of said Bonds at the Sinking Fund redemption price of 100% of the principal amount thereof, together with accrued interest to the date fixed for redemption. The serial numbers of the Bonds selected by lot for redemption are as follows:

		BOND NUMBERS															
M	1	1258	2587	4516	5720	6788	7785	8888	10068	11568	12346	14297	15269	16567	17433	18634	
2	1259	2588	4517	5721	6789	7786	8889	10069	11569	12347	14298	15270	16568	17434	18635		
3	1260	2589	4518	5722	6790	7787	8890	10070	11570	12348	14299	15271	16569	17435	18636		
4	1261	2590	4519	5723	6791	7788	8891	10071	11571	12349	14300	15272	16570	17436	18637		
5	1262	2591	4520	5724	6792	7789	8892	10072	11572	12350	14301	15273	16571	17437	18638		
6	1263	2592	4521	5725	6793	7790	8893	10073	11573	12351	14302	15274	16572	17438	18639		
7	1264	2593	4522	5726	6794	7791	8894	10074	11574	12352	14303	15275	16573	17439	18640		
8	1265	2594	4523	5727	6795	7792	8895	10075	11575	12353	14304	15276	16574	17440	18641		
9	1266	2595	4524	5728	6796	7793	8896	10076	11576	12354	14305	15277	16575	17441	18642		
10	1267	2596	4525	5729	6797	7794	8897	10077	11577	12355	14306	15278	16576	17442	18643		
11	1268	2597	4526	5730	6798	7795	8898	10078	11578	12356	14307	15279	16577	17443	18644		
12	1269	2598	4527	5731	6799	7796	8899	10079	11579	12357	14308	15280	16578	17444	18645		
13	1270	2599	4528	5732	6800	7797	8900	10080	11580	12358	14309	15281	16579	17445	18646		
14	1271	2600	4529	5733	6801	7798	8901	10081	11581	12359	14310	15282	16580	17446	18647		
15	1272	2601	4530	5734	6802	7799	8902	10082	11582	12360	14311	15283	16581	17447	18648		
16	1273	2602	4531	5735	6803	7800	8903	10083	11583	12361	14312	15284	16582	17448	18649		
17	1274	2603	4532	5736	6804	7801	8904	10084	11584	12362	14313	15285	16583	17449	18650		
18	1275	2604	4533	5737	6805	7802	8905	10085	11585	12363	14314	15286	16584	17450	18651		
19	1276	2605	4534	5738	6806	7803	8906	10086	11586	12364	14315	15287	16585	17451	18652		
20	1277	2606	4535	5739	6807	7804	8907	10087	11587	12365	14316	15288	16586	17452	18653		
21	1278	2607	4536	5740	6808	7805	8908	10088	11588	12366	14317	15289	16587	17453	18654		
22	1279	2608	4537	5741	6809	7806	8909	10089	11589	12367	14318	15290	16588	17454	18655		
23	1280	2609	4538	5742	6810	7807	8910	10090	11590	12368	14319	15291	16589	17455	18656		
24	1281	2610	4539	5743	6811	7808	8911	10091	11591	12369	14320	15292	16590	17456	18657		
25	1282	2611	4540	5744	6812	7809	8912	10092	11592	12370	14321	15293	16591	17457	18658		
26	1283	2612	4541	5745	6813	7810	8913	10093	11593	12371	14322	15294	16592	17458	18659		
27	1284	2613	4542	5746	6814	7811	8914	10094	11594	12372	14323	15295	16593	17459	18660		
28	1285	2614	4543	5747	6815	7812	8915	10095	11595	12373	14324	15296	16594	17460	18661		
29	1286	2615	4544	5748	6816	7813	8916	10096	11596	12374	14325	15297	16595	17461	18662		
30	1287	2616	4545	5749	6817	7814	8917	10097	11597	12375	14326	15298	16596	17462	18663		
31	1288	2617	4546	5750	6818	7815	8918	10098	11598	12376	14327	15299	16597	17463	18664		
32	1289	2618	4547	5751	6819	7816	8919	10099	11599	12377	14328	15300	16598	17464	18665		
33	1290	2619	4548	5752	6820	7817	8920	10100	11600	12378	14329	15301	16599	17465	18666		
34	1291	2620	4549	5753	6821	7818	8921	10101	11601	12379	14330	15302	16600	17466	18667		
35	1292	2621	4550	5754	6822	7819	8922	10102	11602	12380	14331	15303	16601	17467	18668		
36	1293	2622	4551	5755	6823	7820	8923	10103	11603	12381	14332	15304	16602	17468	18669		
37	1294	2623	4552	5756	6824	7821	8924	10104	11604	12382	14333	15305	16603	17469	18670		
38	1295	2624	4553	5757	6825	7822	8925	10105	11605	12383	14334	15306	16604	17470	18671		
39	1296	2625	4554	5758	6826	7823	8926	10106	11606	12384	14335	15307	16605	17471	18672		
40	1297	2626	4555	5759	6827	7824	8927	10107	11607	12385	14336	15308	16606	17472	18673		
41	1298	2627	4556	5760	6828	7825	8928	10108	11608	12386	14337	15309	16607	17473	18674		
42	1299	2628	4557	5761	6829	7826	8929	10109	11609	12387	14338	15310	16608	17474	18675		
43	1300	2629	4558	5762	6830	7827	8930	10110	11610	12388	14339	15311	16609	17475	18676		
44	1301	2630	4559	5763	6831	7828	8931	10111	11611	12389	14340	15312	16610	17476	18677		
45	1302	2631	4560	5764	6832	7829	8932	10112	11612	12390	14341	15313	16611	17477	18678		
46	1303	2632	4561	5765	6833	7830	8933	10113	11613	12391	14342	15314	16612	17478	18679		
47	1304	2633	4562	5766	6834	7831	8934	10114	11614	12392	14343	15315	16613	17479	18680		
48	1305	2634	4563	5767	6835	7832	8935	10115	11615	12393	14344	15316	16614	17480	18681		
49	1306	2635	4564	5768	6836	7833	8936	10116	11616	12394	14345	15317	16615	17481	18682		
50	1307	2636	4565	5769	6837	7834	8937	10117	11617	12395	14346	15318	16616	17482	18683		
51	1308	2637	4566	5770	6838	7835	8938	10118	11618	12396	14347	15319	16617	17483	18684		
52	1309	2638	4567	5771	6839	7836	8939	10119	11619	12397	14348	15320	16618	17484	18685		
53	1310	2639	4568	5772	6840	7837	8940	10120	11620	12398	14349	15321	16619	17485	18686		
54	1311	2640	4569	5773	6841	7838	8941	10121	11621	12399	14350	15322	16620	17486	18687		
55	1312	2641	4570	5774	6842	7839	8942	10122	11622	12400	14351	15323	16621	17487	18688		
56	1313	2642	4571	5775	6843	7840	8943	10123	11623	12401	14352	15324	16622	17488	18689		
57	1314	2643	4572	5776	6844	7841	8944	10124	11624	12402	14353	15325	16623	17489	18690		
58	1315	2644	4573	5777	6845	7842	8945	10125	11625	12403	14354	15326	16624	17490	18691		
59	1316	2645	4574	5778	6846	7843	8946	10126	11626	12404	14355	15327	16625	17491	18692		
60	1317	2646	4575	5779	6847	7844	8947	10127	11627	12405	14356	15328	16626	17492	18693		
61	1318	2647	4576	5780	6848	7845	8948	10128	11628	12406	14357	15329	16627	17493	18694		
62	1319	2648	4577	5781	6849	7846	8949	10129	11629	12407	14358	15330	16628	17494	18695		
63	1320	2649	4578	5782	6850	7847	8950	10130	11630	12408	14359	15331	16629	17495	18696		
64	1321	2650	4579	5783	6851	7848	8951	10131	11631	12409	14360	15332	16630	17496	18697		
65	1322	2651	4580	5784	6852	7849	8952	10132	11632	12410	14361	15333	16631	17497	18698		
66	1323	2652	4581	5785	6853	7850	8953	10133	11633	12411	14362	15334	16632	17498	18699		
67	1324	2653	4582	5786	6854	7851	8954	10134	11634	12412	14363	15335	16633	17499	18700		
68	1325	2654	4583	5787	6855	7852	8955	10135	11635	12413	14364	15336	16634	17500	18701		
69	1326	2655	4584	5788	6856	7853	8956	10136	11636	12414	14365	15337	16635	17501	18702		
70	1327	2656	4585	5789	6857	7854	8957	10137	11637	12415	14366	15338	16636	17502	18703		
71	1328	2657	4586	5790	6858	7855	8958	10138	11638	12416	14367	15339	16637	17503	18704		
72	1329	2658	4587	5791	6859	7856	8959	10139	11639	12417	14368	15340	16638	17504	18705		
73	1330	2659	4588	5792	6860	7857	8960	10140	11640	12418	14369	15341	16639	17505	18706		
74	1331	2660	4589	5793	6861	7858	8961	10141	11641	12419	14370	15342	16640	17506	18707		
75	1332	2661	4590	5794	6862	7859	8962	10142	11642	12420	14371	15343	16641	17507	18708		
76	1333	2662	4591	5795	6863	7860	8963	10143	11643	12421	14372	15344	16642	17508	18709		
77	1334	2663	4592	5796	6864	7861	8964	10144	11644	12422	14373	15345	16643	17509	18710		
78	1335	2664	4593	5797	6865	7862	8965	10145	11645	12423	14374	15346	16644	17510	18711		
79	1336	2665	4594	5798													



# The Hongkong and Shanghai Banking Corporation

*Incorporated in Hong Kong with Limited Liability*

**Statement by the Chairman, Mr G M Sayer**

*at the Annual General Meeting of The Hongkong and Shanghai Banking Corporation  
held in Hong Kong on 15th April, 1977.*

The Group consolidated profit for 1976, after deduction of outside shareholders' interests in subsidiaries, was HK\$393 million representing an increase of HK\$60 million or 18 per cent over the profit for 1975.

The Accounts of the parent company, The Hongkong and Shanghai Banking Corporation, include dividends from The British Bank of the Middle East, Mercantile Bank Ltd, Hang Seng Bank Ltd, Wardley Ltd and Wayhong Investment Ltd, as well as the Banks trustee company in Hong Kong and finance companies in Hong Kong, Malaysia, Singapore and Brunei. Other subsidiaries retained their profits.

After making transfers and provisions the Bank's own profit was HK\$356 million compared with HK\$312 million for the previous year.

We propose to transfer HK\$50 million to the published reserves and after allowing for this and for the interim dividend of HK\$0.16 per share your directors recommend a final dividend of HK\$0.44 per share.

The auditors have pointed out that because of changes in our property portfolio during 1976 the previous valuation figure of HK\$300 million would in fact have been below cost. It was therefore felt appropriate to write up property to a more realistic figure which bore a closer relationship to current values. Your directors have accordingly revalued bank premises at HK\$500 million, but, having regard to the specialised nature of some of our properties, they have continued to adopt a very conservative view in this respect. The surplus arising from this revaluation has been transferred to inner reserves.

As a result of this transfer and after making allowances for changes in the net asset value of certain subsidiary companies, which are shown in the notes to the accounts, it was felt that an amount of HK\$180 million could be transferred from inner reserves to the published reserve fund.

Following this meeting you will be asked to approve a further increase in the Bank's paid-up capital by the capitalisation of some HK\$95 million from the reserve fund to allow for the issue, free of charge, of one new share for every ten shares held on 7 April. If this proposal is approved, the amount capitalised from the reserve fund will be restored by a transfer from undistributed profits. Your directors have already announced that they expect to be able to recommend dividends for 1977 totalling not less than HK\$0.60 per share on the capital as increased.

At last year's meeting I said that I thought a revival of the world's principal markets was under way. I did, however, qualify my remarks by warning against anticipating rapid results and, in retrospect, I am glad that I did because the process of recovery, if one takes the world as a whole, has been slow and patchy.

After 30 years of almost continuous growth coupled with rising living standards and expectations it was I suppose inevitable that the old order would change and that we would have to go through a period of re-assessment and re-arrangement of priorities, both social and economic. We are in such a phase at the moment, old agreements covering monetary and trading matters have been dismantled or abandoned, and in the absence of new agreements more in tune with today's conditions, they have tended to be superseded by fiscal and other legislation designed to protect and preserve national interest. In this sort of atmosphere it is no easy thing to generate confidence and this has been borne out by a

low rate of new investment in plant and machinery as well as new investment in mineral and other developments.

But if we are to overcome the twin evils of inflation and under-employment no amount of planning by itself is going to provide the answer. The world's economy has to be encouraged to expand and this means providing incentives to produce and consume. The principle of allowing market forces to dictate the level of production, whether it be primary produce or manufactured goods, is not the whole solution, nor can it be sustained in an age where the maintenance of minimum living standards is rightly the bedrock of every government's policy, irrespective of doctrine.

Some degree of international understanding is therefore needed on the one hand to promote growth and on the other to reduce the consequences of sudden shortages or excesses which occur even in the best organised societies and which can have serious and long lasting effects on individual economies. The new administration in the U.S.A. to whom we look for a lead has indicated that it is aware of these shortcomings – and that it will actively sponsor international discussion with the aim of stimulating economic recovery.

Fluctuating markets, whether they be for imports of essential foodstuffs and fuel and of materials for industry or for the export of manufactured goods, have had their impact in Hong Kong. However, the timely measures taken by the Government in 1975 to ensure that the economy functioned effectively established a sound competitive base from which industry, trade and other forms of commercial activity could subsequently exploit new opportunities, as the recession eased. The effectiveness of the policy decisions taken at that time has been plain to see in economic performance in 1976.

A by-product of this success, if that be the right word, has been the strengthening of the Hong Kong dollar. Whereas those in the business of exporting have so far been able to absorb the effects, it will not be in their or anyone's interests to allow our currency to appreciate too much and certainly not too quickly.

We have continued to open new branches reflecting a great adherence to the banking habit by the people of Hong Kong. We now have 144 branches operating in the urban areas and the New Territories which offer a wide and ever increasing range of services.

In much the same way the Hang Seng Bank Ltd, whose business is entirely in Hong Kong, have expanded in the prevailing conditions and published excellent results for which Mr S H Ho, the Honourable Q W Lee and all members of their staff are to be congratulated.

The Middle East is an area which is in the forefront of people's minds, covering as it does countries which now have some of the highest levels of per capita income. Much of the world's accumulated monetary resources are moving into the hands of oil producing states. To manage and to co-ordinate the orderly spending of this wealth which is a comparatively new phenomenon for those charged with this responsibility will undoubtedly be a difficult task. Understanding and agreement between oil producer and consumer is an essential ingredient. There has been some progress in this regard and if this can be maintained it will strongly influence the pace of economic recovery.

In the Lebanon, a cease fire has been arranged. The damage to property and loss of life has been appalling and The British Bank

of the Middle East's operations in that country have suffered in common with others. It has been necessary for them to make provisions for outstandings considered to be suspect and as a consequence the published profit after tax of that bank for 1976 at £4,462,000 was slightly less than the previous year, but sufficient to allow the same dividend of £3,500,000 to be maintained. Operating profit was nonetheless a record, reflecting buoyant conditions elsewhere in the region. During the year the paid-up capital was again increased, to £20 million, and the reserve fund increased to a similar figure, thereby raising total published shareholders' funds to slightly over £40 million.

The results of branches, subsidiaries and associated companies elsewhere have varied considerably and were largely conditioned by circumstances existing in the territories in which they are situated. For example in Australia, where we are heavily involved in term finance of property, the real estate market has remained very weak indeed - so much so that we were obliged to subscribe further capital to our operating companies there to allow for additional provision to be made for debts in the doubtful category and to cover running losses. We are, however, hopeful of an improved business environment in the year ahead, which in my opinion is long overdue.

I have in recent years had to report disappointing results from our subsidiary in the U.S.A., The Hongkong Bank of California. There was a significant improvement during 1976, but we are still faced with a serious problem in the form of a tax claim by the Californian Franchise Tax Board. This particular type of taxation, which in our opinion is discriminatory, is based on the Bank's world-wide profits and, if the claim is pressed, it will render it improbable that the company, as a wholly-owned subsidiary, will ever make a profit after tax. The claim is the subject of dispute and negotiation in California and we hope that some form of settlement can be reached without either recourse to litigation or the restructuring of our operation. It is not possible to predict the outcome with confidence and we must be prepared for every eventuality.

I will not attempt to comment on all your Bank's interests, which are extensive. Nevertheless I would not wish to let the occasion pass without mentioning Wardley Ltd, our merchant banking arm, which has made rapid progress since it was established five years ago. 1976 was a year of expansion in the field of wholesale financial services and it enabled them to increase their dividend by 20 per cent to HK\$24 million. Another subsidiary company which showed substantially improved results was Wayhong Investment Ltd, the holding company for the Bank's investments in transportation. Distribution by way of dividend was raised from HK\$59.9 million to HK\$73.7 million, mainly as a result of

increased dividends received from companies of the World Wide Group. It is gratifying to be able to report improved earnings from shipping at a time when the industry, particularly in the bulk cargo sector, has been going through a difficult period. It says much for the astuteness of Mr Y K Pao and his colleagues that they have been able to steer a steady and secure course through somewhat troubled waters.

In May we completed the move to our new and prestigious offices at 99 Bishopsgate, London, where we were joined by The British Bank of the Middle East and Mercantile Bank Ltd. Opportunity was at the same time taken to acquire the head lease of this property and we subsequently sold the old premises in Gracechurch Street at an attractive price, given the state of the property market. In Jakarta the branch moved into a new building and in Kuala Lumpur construction of our new Malaysian headquarters is proceeding satisfactorily.

We continue our physical expansion, with new branches being opened in Chinatown, New York, in Jersey, Channel Islands, and in Bahrain, the last being an offshore banking unit. In the course of 1977 we expect to establish branches in Gerrard Street, London, in Nassau, Bahamas, in Edinburgh, Scotland, and in Amsterdam, Holland.

There were no changes in the composition of your Board of directors. However, Mr Peter Foxon is resigning shortly following his departure for the United Kingdom and I am sure you would wish me to record our deep appreciation of his seven years service as a director. Also resigning on retirement after this meeting is Mr Eric Udal, executive director, who will be replaced by Mr John Boyer. Mr Udal joined the Bank as Group Legal Adviser 15 years ago, after an earlier career with the United Kingdom Treasury Solicitor's Department. He has given outstanding service at a time of great change in the Bank's fortunes and his presence will be greatly missed.

As you know I shall be retiring next September and will be succeeded as Chairman by Mr Michael Sandberg, to whom I extend my best wishes. Looking back to those uncertain days after the war years when I first joined the Bank I consider myself fortunate to have been able to observe and to participate in enormous changes that have taken place, generally for the better, in Asia and countries adjoining the Pacific. I have no doubt that, given a measure of political stability, the prospects for real economic growth and influence in world affairs by countries of this region are more favourable than they have ever been.

Throughout my career in the Bank and especially during my time as Chairman I have received invaluable support from all members of the staff and I am sure you will want to join me in thanking them for the service they so willingly give.

The Hongkong Bank Group				1975	1976
				£million	£million
Issued Share Capital	...	...	...	85.2	120.0
Reserve Fund...	...	...	...	91.5	149.6
Share Premium Account	...	...	...	1.0	—
Undistributed Profit	...	...	...	16.0	16.2
Deposits	...	...	...	4,109.8	6,037.6
Advances	...	...	...	1,781.9	2,769.3
Bank Premises	...	...	...	53.6	132.7
Net Profit	...	...	...	32.7	49.5
Total Assets	...	...	...	5,679.9	8,334.8





## FINANCIAL NEWS AND MARKET REPORTS

## Stock markets

## Hawker fails to stir action

Initially firm on "bear" closing and a degree of guarded optimism over Monday's trade figures, share prices fell back as further support was not forthcoming.

Not even strong figures from Hawker Siddeley could do much for the general tone and the FT Index, slightly ahead at 408.1.

There was a more mixed showing from the gilt-edged market. Short dates recovered from early weakness to end with gains of one-eighth, but "mediums" and "longs" lost up to one-quarter point over the session.

As the pay debate intensifies, investors are becoming ever more selective and this is reflected in the daily total of bargains marked which are currently running at around 1,000.

While most market men will admit that another round of

holding around 10 per cent, oil engineer A. Monk has been a demand this week with the hauls up 4p to 68p. Profits are in a couple of months are expected to show a good advance on last year's £1.1m and an added attraction is the group's involvement in water distribution work.

John Menzies held firm at 120p in the paper sector after figures but Reed were on offer, losing 5p to 214p. After a firm start, BP lost ground in oils, to close 4p lower at 854p and hampered by the energy conservation call from President Carter. There was also talk of a Government statement on the company, but this did not materialise.

A number of speculative stocks continue to feature but for the moment it is company statements which are attracting most of the attention.

The strongest feature of the day was provided by profits and share split from Hawker Siddeley whose shares, 6p ahead in front of the figures, closed 20p to the good at 520p.

Also in engineering, a bullish annual report helped Spirax Sarco to jump 8p to 65p, but figures did nothing for Spear & Jackson which fell a couple of pence to end at 116p. In electricals, the sharp advance which followed Revell's Parsons' figures on Monday was clipped back on profit-taking, for a drop of 5p to 160p. EMI also fell back, by 5p to 203p.

After touching 138p in the continuing hope of a bid from its parent, Cavenham ended 2p over at 134p, while the lack of further takeover news left Galenkamp no less than 13p

lower at 262p. In spite of a denial, commodity group Gill & Duffus ran up 12p to 224p, while a number of firm stocks in a shipping sector included British & Commonwealth, better by 12p to 283p, Walter Kunciman 6p to 124p, and up 8p in two days, and London & Overseas Freighters where the gain was 21p to 514p.

Also in shipping, European Ferries firmed late after figures, to put on 31p to 714p. Rockware jumped 4p to 105p after news of a £2.5m rights issue, coupled with a sharply higher dividend. Redfearn gained 4p to 107p in sympathy.

Hotel shares continued to attract some light demand, notably Savoy A, which rose 2p to 52p and Centre Hotels where the gain was a more impressive 41p to 41p.

In the building sector, Istock Johnson lost ground to the extent of 3p to 83p after the chairman's warning on current trading. Other buildings in retreat were International Paint 10p to 420p and Marchwell 3p to 170p, but figures from Higgs & Hill were good for a gain of 1p to 48p.

News that H. Samuel now has a stake of around 20 per cent gave an active Ramers a 3p lift to 62p, but criticism of two of its stars left Management Agency & Music 4p off at 59p.

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## Latest dividends

Company	Ord	Year	Pay	Year's	Prev
(and par value)	div	ago	date	total	year
British Car Auction (10p) Int	0.65	1.48	31/5	—	1.06
Chamberlain Grp (25p) Fin	1.37	1.37	1/7	1.37	—
Drayton Cons Trst (25p) Int	1.22	1.22	27/5	—	4.12
European Ferries (25p) Fin	1.33	1.33	—	1.33	1.81
Garnar Scotblair (25p) Fin	1.75	1.17	—	1.99	2.17
Hawker Siddeley (10p) Fin	7.83	7.16	7/7	14.63	2.13
Arthur Henriques (10p) Fin	1.4	1.28	23/5	1.8	1.67
Higgs & Hill (25p) Fin	1.31	1.19	—	3.07	2.79
Long & Hambly (10p) Int	0.4	0.37	1/6	1.2	1.2
Meiville, Dundas (25p) Fin	1.55	1.41	—	2.43	2.21
John Menzies (25p) Fin	2.11	1.92	—	4.2	3.82
Nobis & Lund (10p) Fin	0.5	0.49	2/6	0.7	—
S&B Construction (5p) Fin	0.43	0.36	21/5	0.86	0.69
Spear & Jackson (25p) Fin	5.8	5.3	17/6	2.07	1.88
Uld Carriers (10p) Sec Int	1.45	1.32	1/6	5.3	4.83
Wadkin (50p) Fin	3.43	2.95	—	4.5	5.25
New London Froze (25p) Fin	0.62	0.25	—	0.62	0.5
Tern-Consultants (25p) Fin	0.62	0.5	—	0.5	0.5

Dividends in this table are shown net of tax on pence per share. Elsewhere in Business News dividends are shown on a gross basis. To establish gross multiply the net dividend by 1.54. \* For 14 months. † Adjusted for scrip issue. ‡ For period to Dec. 31 last.

## Disclosures take on pace as TDG, Imps, Refuge show stakes

The trickle of declarations under the new Companies Act became a flood yesterday and provided the first surprise for the market as the long list of holdings between 5 and 10 per cent were steadily revealed.

Many of the declarations were of institutional holdings and were consequently of little interest, but others such as Transport Development Group's 5 per cent holding in United Artists and Imperial Group's 5.91 per cent stake in brewers, Matthew Brown, with another 1.18 per cent held by ITC Pension Investments, were more intriguing.

Scottish Cities Investment Trusts holdings aroused some interest by revealing a five per cent interest in Ocean Wilsons, and 7.49 per cent in Rea Brothers, the merchant bank, where Ocean Wilsons also holds 12.4 per cent.

Ocean Wilsons investments included 20,000 shares in North & Pitt and 9.88 per cent of Stockdale Holdings.

John Laing & Son announced that Emswiler held 6.93 per cent. Harris Lebus stated that British Industrial Holdings held a 7.18 per cent stake in Southern Malayan Tin said it had been informed of holdings by Ayer Hittam Tin (7.64 per cent) and Malayan Tin Dredging (5.43 per cent).

Mr J. B. Brierley, chairman of Ash Spinning has informed the company of a 5.75 per cent stake held by himself and his wife. Carr's Milling Industries has been notified of a total of 10.89 per cent held by Heygate & Sons and their associates, and Maram Holdings have informed Gill & Duffus, the commodity trading group, of a 5.5 per cent stake, while Hooper Co, the US group, controls 69 per cent of British Hoover Ltd.

On the list of institutional revelations, possibly the longest came from Refuge Assurance, who disclosed holdings of between 5 and 10 per cent in companies including: Asso-

ciated Fisheries, British Home Stores, Danish Bacon, Montague L. Meyer, and the preference stocks of several water companies.

Outwich Investment Trust revealed a handful of intriguing stakes including 5.3 per cent in J. A. Devenish, the brewers, Prudential, which has holdings of between 5 and 10 per cent in around 200 companies, cropped up as stakeholders in Leonard Fairclough, while Norwich Union declared stakes in the preference stock of British Petroleum, and Foden.

Derby Trust, which was declaring stakes in other companies on Monday, yesterday informed the stock exchange that C. & A. Pension Trustees has stakes of more than 5 per cent in three of its own classes of share.

Wesleyan and General Assurance cropped up as a stakeholder several times, as did various Drayton Trusts. Scottish investment houses and Hambro Investment Trust.

despite a jump in depreciation from £20,000 to £48,000. It obviously owed a lot to headway abroad rather than more modest progress at home.

Domestic sales are still more important than those overseas, but far less so than before. In 1976, home sales moved from £8.7m to £9.4m, a rise of 8 per cent.

But those overseas jumped by 39 per cent to £6.4m where they are now 40 per cent of the total. A few years ago, they were 25 per cent or less.

A final dividend of 3.43p takes the total from 7.43p gross to 8.16p gross.

The second six months changed that. Wadkin now reports pre-tax profits rose last year from £1.6m to a record £1.73m, indicating that the second half year brought in as much as £1m.

The year's tax, by happy contrast, actually went down from £841,000 to £822,000 thanks to a drop in corporation tax, and adjustments relating to earlier years.

The result was a jump in attributable net profits from £759,000 to £918,000, or a 19 per cent increase to 19.13p. The gain in profits was

## Briefly

## JARDINE MATHESON

Yesterday we referred to Jardine Matheson (South East Asia) simply as Jardine Matheson. This is, of course, wrong. The results of the Hong Kong based company are discussed by the Financial Editor on page 23.

## SPEAR &amp; JACKSON

Turnover for 1977 up from £33.3m to £37.93m and pre-tax profit from £1.16m to £1.41m compared with board's estimate of £1.4m. Total gross payment raised from 7.3p to 11.36p.

## BROKERS' COMMITTEE

The Reinsurance Committee of Lloyd's Insurance Brokers' Association and the Reinsurance Brokers' Association have now been merged to form the Brokers' Reinsurance Committee which will be a standing committee of the British Insurance Brokers' Association.

## MENDIP INVESTMENT

In connection with unitization, special resolution passed putting company into voluntary liquidation. Application being made to SEB to withdraw listing for ordinary shares from April 20.

## LIFE ASSOCIATION OF SCOTLAND

Accounts for 1976 show that long-term funds of the Life Association of Scotland increased by almost £10m to £68m. Total premium income grew by 19 per cent to £11.4m and investment income by a record 24 per cent to £6m. Claims and management expenses were 12 per cent higher at £7.3m.

## ANGLOVAAL GROUP

Influx of new labour in March quarter led output at Farnborough and Lorraine. Power charges also rose. Combined after tax profit of £4.7m, Lorraine and ETC £5.7m (Dec quarter £7.2m).

## NORDIC INVESTMENT BANK

Nordiska Investeringssbanken intends shortly to offer notes to the nominal value of US \$40m and due June 1, 1984. The issue will be underwritten by an international banking syndicate.

## ROTCHILD INVESTMENT

Rotchild Investment Trust's offer of 200p cash for Bridgewater Estates' shares not already held by RIT has been accepted by holders of 897 ordinary shares (0.03 per cent). Prior to the offer RIT held 414,400 shares (15.35 per cent). RIT is extending the period during which the offer may be accepted until April 29.

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MB

Thinking internationally:  
it's Metal Box's business.

Expertise in packaging, food preservation and marketing is in increasing demand all over the world.

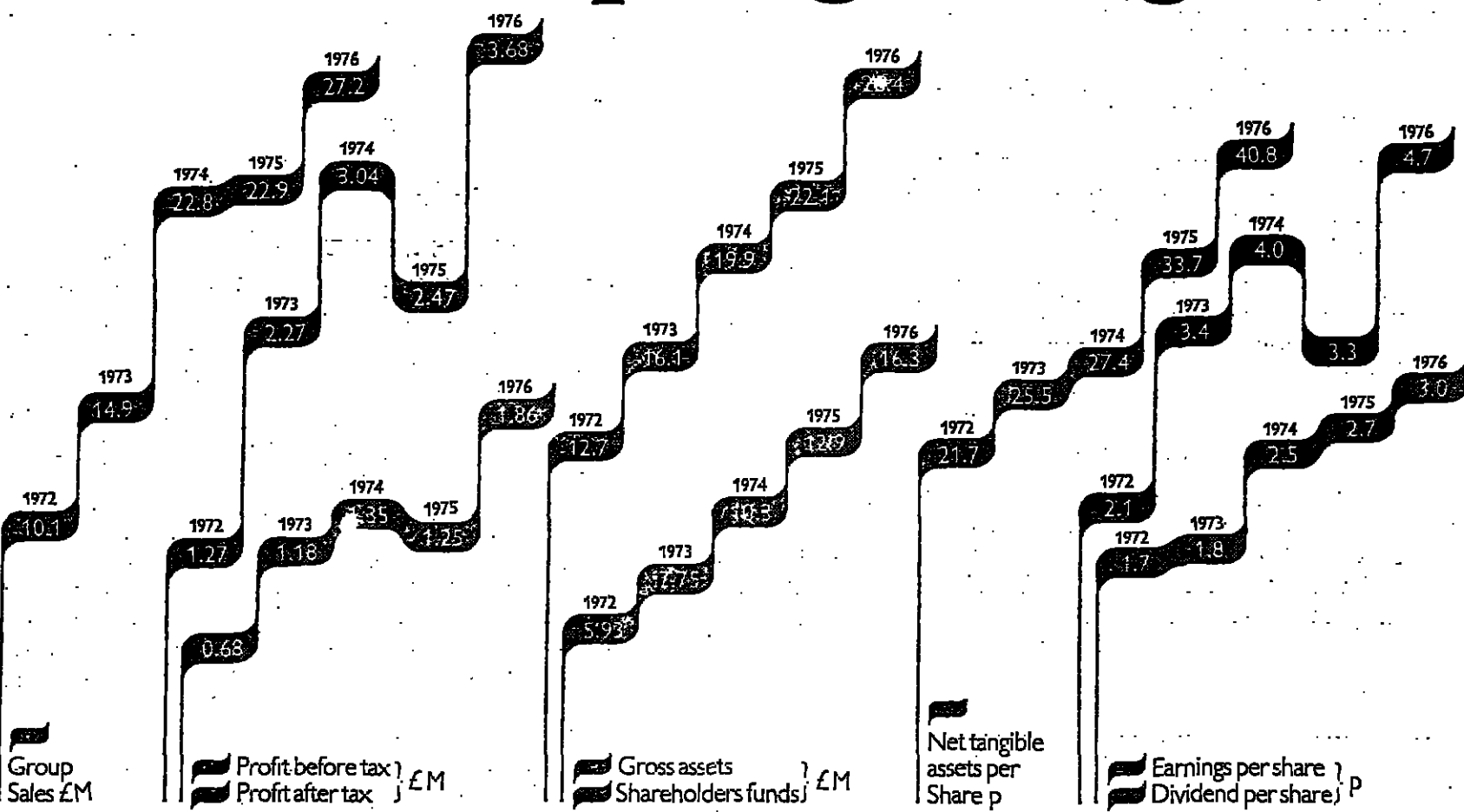
So it's not surprising that more than one-third of our £520 million annual turnover arises outside the U.K. We have manufacturing plants throughout the U.K., mainland Europe and in 12 countries in other parts of the world, locally managed and largely autonomous but backed by the services and resources of Metal Box in Britain. And we supply everything from basic containers to complete packaging lines and technical consultancy services to countries all over the world.

We need the markets of the world. They need the skills, experience and products we supply.



**Metal Box**  
A good business to be in

## We keep on growing.



And growing very well indeed. In 1976 Group profits before tax were a record £3,683,000—an increase of 55% over last year. Earnings per share increased from 3.3p to 4.7p and net assets have risen to almost 41p per share.

These excellent results reflect the success of our carefully phased diversification over the last ten years. Some £2.4 million of the profit before tax came from our rubber and palm oil interests and £1.3 million from our UK companies.

We have achieved a lot in the last twelve years as part of our plan to develop as a more broadly based company. In 1965, Plantation Holdings started as a pure rubber company and diversified first in Malaysia into palm oil. Then into the UK where the policy was to acquire market leaders in specialist areas in the fields of light engineering, scientific instruments, electrical consumer goods and television production facilities.

December 31st	1976	1975
Group Sales	£'000 27,150	£'000 22,955
Profit before tax	3,683	2,473
Earnings per share p	4.7p	3.3p
Dividend per share net p	1.9505p	1.7732p
Net tangible assets per Ordinary Share p	40.8p	33.7p

Quite simply, the initial purpose of our diversification in the UK was to equate earnings with those from Malaysia, but sharply rising commodity prices have since helped to keep Malaysian profits ahead.

The standard of the estates in Malaysia has been improved to the highest level. At the same time we are expanding our existing businesses in the UK and actively

pursuing an acquisition policy to promote additional growth.

So, our future growth does not just depend on high commodity prices. The full potential of our UK companies has yet to be realised in terms of increased contributions to Group profits. And the way things are going, we have good reason to be confident about the future.

Why not get in touch with the Company Secretary? He will gladly send you a copy of our 1976 Annual Report.

Plantation Holdings Limited, St. Alphege House, Fore Street, London, EC2Y 5DL. Telephone: 01-588 6783.

**Plantation Holdings Limited**



# National Westminster Bank

Annual General Meeting

The Annual General Meeting of National Westminster Bank Limited was held yesterday at Winchester House, EC2.

Sir John Prideaux, OBE (Chairman) presided.

Mr C F Green (Secretary) read the report of the Auditors.

With the concurrence of the members present the report and accounts which had previously been circulated were taken as read.

The Chairman moved "That the report and accounts be received and adopted".

Mr R Leigh-Pemberton (a Deputy Chairman), seconded the motion which was approved.

The retiring Directors were re-elected.

Resolutions to amend the Articles of Association and to determine the fees of the Directors were approved.

A vote of thanks to the Chairman was proposed by Mr T A Gore-Browne and was agreed to unanimously.

The Chairman added words of thanks to Mr M. F. Berry and Lord Plowden who retired at the Meeting.

## THE SCOTTISH LIFE ASSURANCE COMPANY

### CHAIRMAN'S STATEMENT YEAR 1976

**BONUS**  
Increased rates of interim bonus—announced for 1976—will be 10% per annum on profits and 12% on assets.

**INVESTMENT**  
£23 million for investment portfolio end of year comprised 56.7% fixed interest securities, 24.5% ordinary shares and 18.8% property.

**NEW PREMIUM INCOME**  
The net new premiums for 1976 at £7.2 million were 12% greater than those for 1975.

**GROUP PENSIONS**  
Paying to be able to report another record year for pensions business. Net renewal premium income increased by a further 20% during 1976.

**SELF EMPLOYED PENSIONS**  
We revised completely those contracts for the self employed persons—now offer a range unrivalled in the market, including bond, policy, and a unique family income policy.

## FINANCIAL NEWS

### Rights issue on the cards as Chamberlain seeks acquisition

By Ray Maughan

After a year of record profits, hydraulic engineer and structural steel fabricator Chamberlain Group is entering a phase of trading and technical consolidation.

At the same time, the board is actively looking for an acquisition in the field of precision engineering—for which it would prefer to offer a high paper content—and a rights issue is also under serious consideration.

Not that Chamberlain is in any fundamental need of cash. The end-1976 balance sheet will show net current assets of £5.12m against £3.79m and deferred tax of £1.63m against £1.55m.

Boosted by a strong upturn from the two structural steel subsidiaries, whose contribution climbed from £175,000 to around the £1m mark in aggregate, overall pre-tax profits

advanced from £926,000 to £1.96m. The shares climbed 1p yesterday in a very narrow market to 370p where the p/e ratio is 5.

Chamberlain has recently discontinued its housebuilding activities for a terminal loss of £94,000 and the £500,000 realised on the sale of land and work-in-progress will be used to boost capital spending this year to a peak £1m.

Short term, the loss of planned extra output will not be critical. At home, steel structural demand is merely holding steady and hydraulic equipment still firm with low stock levels, are not up to their best.

Export sales, however, are still encouraging with the steel side expected to double to around £2m. A further £500,000 should be coming through from hydraulics to make £4.5m. Various precision engineering

companies have been under inspection with a view to a possible purchase and the board is anxious to add profits of between £500,000 and £1m.

A rights issue is also a strong possibility said Mr Stephen Gradidge, finance director, said yesterday that a bid for a cash-fitted trust is also possible as a cheaper way of throwing a rights. With 40 per cent of the equity held by Mr L. F. Chamberlain, chairman, a further 20 per cent in the hands of Brown & Sharpe International Capital Corporation of Rhode Island (neither of which are thought likely to subscribe for a rights) and Industrial & General Trust controlling 72 per cent, the group is potentially aware that the market is far too narrow.

The total dividend is hoisted to the maximum permitted 2.89p gross per share where the yield is 12.8 per cent.

### BCA hums along after sound interim rise

In the half to Jan 31, pre-tax profits of British Car Auction Group, which recently failed in its attempt to take over Nationwide Leasing, rose from £408,000 to £443,000. Motor vehicle auction turnover improved from £30.77m to £33.9m, and commissions earned from £1.43m to £1.62m.

Meanwhile, the results for February and March show a "very encouraging start" to the second-half with every motor auction branch showing higher profits. Moreover, the other sectors of the group's business have also made a "useful" contribution. The interim payment gross is lifted from an adjusted 0.75p to 1p. The board forecasts the maximum permitted total.

**NatWest cautious**  
The outlook for the year ahead at National Westminster Bank remains "limited growth". Sir John Prideaux, chairman, told the annual meeting. Although there had been a rapid fall in interest rates, industry was still reluctant to borrow. He said that it was reassuring that the Chancellor had recog-

nized that the rate of return on investment had been driven down by inflation and recession to exceptionally low levels. Further, that this must be allowed to recover sufficiently to bring much needed investment.

**Hampton Trust**  
Hampton Trust proposes to issue 3.5m ordinary 5p shares for cash at par by a placing among the investment clients of A. J. Bekhor. The issue would raise £175,000 to finance past losses and to enable Hampton to carry on and expand its current trading business in its house-building offshoot.

**Local authorities**  
The rate on issues of local authority negotiable bonds has been raised for the second week running. This week, bonds with one year to maturity have been issued at 10 1/2 per cent (against 10 per cent) at par, while the coupon on two-year bonds has been set at 11 1/2 per cent, and on three-year bonds at 12 per cent. Among those raising more than £1m are Buckinghamshire, Hounslow, Fife, Greenwich, Medway and Waltham Forest.

**E & I Securities**  
In 1976, turnover of Electrical and Industrial Securities rose from £9.76m to a record £10.17m, while pre-tax profits were 15 per cent higher at a peak £1.3m. The total gross payment is going up from 3.75p to 4.12p. Liquidity at the end of the year improved again, with cash on deposit exceeding £1.5m. Capital expenditure increased "substantially". Prospects continue to be good.

**Neckermann faces another year of loss**  
From Peter Norman Bonn, April 19

After last week's disclosure of a DM222m loss (about £52.8m) in 1976, Neckermann Versand KGAA, the West German mail order and retail concern, has announced that it will be unable to return to profit this year.

The company, which is in the process of being taken over and reorganized by Karstadt AG, Germany's largest retail group, plans to concentrate its activities on mail order business.

**Honda sees 29pc rise**  
Honda Motor of Japan expects a 29 per cent increase to 20,000 yen (about £40.4m) in the current year to February 1978. Mr Hideo Sigiura, managing director, says that he expects sales in both the domestic and export market of four-wheel vehicles to expand.

**Swire Pacific jumps**  
Swire Pacific, one of Hong Kong's major trading house reports consolidated earnings soaring 71 per cent in 1976 to HK\$125.5m (about £14.7m) from HK\$73.3m the year before. The directors recommend a final dividend of 21 cents for each "A" share, making a total of 30 cents, up from 25 cents. A scrip of one-for-five is also planned.—AP-DJ.

**RCA looks to peak**  
RCA Corporation of America, the electronics giant, says it expects 1977 to be its best-ever year because of strong first-quarter gains and the added impetus of an improving economy.

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Mr D. A. Wickins, chairman of British Car Auction Group.

### European profit boost for Cadbury

A 32 per cent profit rise on a £2 million increase in sales, the annual report of Cadbury Schweppes.

Mr Adrian Cadbury, chairman, says this shows the results which can be achieved by consistently focusing marketing attention on brand and regional priorities in international development.

The objective in Europe, he reports, has been to make better use of the Schweppes name and product range, which are known and established across the continent. Sales there in 1976 reached £66m with total litre sales of Schweppes soft drinks up by 29 per cent. Profits rose from £1.3m to £5.2m.

### Business appointments

#### Next UK chairman named for J Walter Thompson

Mr Denis Langan, deputy chairman of the J Walter Thompson Group in the UK, is to become chairman when Dr John Treasure gives up this position at the end of the year. Mr Treasure will also be retiring as a member of the JWT board in New York in April, 1978.

Following the offer by BSR for the takeover of the J Walter Thompson Group, Mr G. R. Woodbridge, deputy managing director of BSR, has been named chairman of Judge. Mr L. Resler has stepped down as chairman but remains managing director of Judge. Mr J. N. Ferguson, chairman and managing director of BSR, becomes a director of Judge. The two non-executive directors of Judge, Mr E. L. Langton and Mr A. S. R. Arncliffe, have resigned.

Mr Thomas Harrington has been made a director of Leeds Permanent Building Society. Mr Douglas Crockett has retired.

Mr P. G. Woodworth has been appointed group financial controller of Steelcity. Mr P. M. Burrell becomes group treasurer.

Mr John Wetherpoon has been elected chairman of the Singer Co (UK). He succeeds Mr Donald G. Robbins, Jr, who will retire as senior vice-president and member of the board of the Singer Co (UK) at a meeting in New York on May 12. Mr Larry F. Neely has been made general manager, Clydebank, replacing Mr Wetherpoon. He will also become director of the Singer Co (UK). Mr Anthony C. French, managing director of Marketing (UK) has been made vice-chairman of the company.

Mr Michael Smith becomes financial director of Reliant Motors.

Mr Jack Reynolds, vice-chairman and chief executive of George Wills and Sons (Holdings), is to succeed Mr Philip Wills as chairman, probably in July. Mr Wills will remain on the board and will become the company's first president. Mr F. G. B. Wills will succeed Mr Reynolds as vice-chairman.

Mr L. F. Felton becomes financial director and company secretary of U. G. Textiles. Mr D. J. Frampton has resigned.

Mr Leslie Dev, until recently the senior deputy chairman of Lloyd's of London, has been

### Bad debt provision mars Higgs & Hill

By Ronald Pullen

Once again exceptional provisions have marred an otherwise reasonable increase in trading profits at construction group Higgs & Hill.

Trading profits rose 27 per cent to £2.78m in the year to end-December, 1976, on nearly a quarter rise in turnover to £102m. But the group has had to make a £500,000 provision against doubtful debt arising from contracts in Jamaica for Town & Commercial. This has cut the improvement at the pre-tax level to a mere 4 per cent at £2.28m.

As Higgs & Hill is now nearing the completion of a number of major contracts, the ever-cautious management has felt able to bring in some of the profits on these to the latest accounts. Meanwhile other contracts, especially the National Westminster Computer Centre, are boosting cash-flow.

Elsewhere, the very much smaller civil and structural engineering side has apparently held its own, although the property division has marked time.

Overseas, the Caribbean is still proving a trouble spot with possible further contract provisions necessary. But the group has continued the drive for overseas work in the Middle East.

Even though most of the troublesome contracts of the early 1970s have worked through, the market's jaundiced view of construction keeps the shares down to 3.8p times earnings and yielding 9.8 per cent at 44p.

**Utd Carriers slows but tops peak £2m**

Topping £2m for the first time, United Carriers, the express parcels group, showed some slackening of the hot pace in the opening spell. For the year to January 29 pre-tax profit climbed 41 per cent to a best-ever £2.36m after the opening advance of 77 per cent to £1.3m. The final stage contributed some £1m. At mid-year Mr Graham Miller, chairman, looked to "considerable" improved profits.

Turnover for the year just past rose from £10.9m to £14.4m. Net profit improved from £812,000 to £1.12m. The board declares a total dividend lifted from 2.89p gross to 3.19p, the maximum permissible.

**Business appointments**

Mr David Richardson has been appointed financial director of Associated Leisure Enterprises.

Mr G. Roy Fritchard, managing director of Midlands Press, has been elected chairman of the Weekly Newspaper Advertising Bureau in succession to Mr Colin Jones. Mr G. R. Cross, United Newspapers becomes vice-chairman.

Mr Valentine Rees has been made chairman of Rees Fitchford following the resignation of Mr N. J. Carr from the board. Mr A. J. Williams becomes managing director, and is succeeded as secretary director by Mr T. I. Green. The following have joined the board: Mr I. Q. L. Bailey, Mr R. Brooker, Mr J. W. R. Bart, Mr C. E. Galtrey and Mr A. E. Pool.

Mr G. L. Chambers and Mr R. G. Thomas have been admitted as partners of Dixon Wilson.

Mr Anthony Latta has become chief executive of Nadella Bearing. He succeeds Mr Martin Polson.

Mr Richard Strong has been appointed to the board of Computer Analysts and Programmers.

Mr Anthony Cannon and Mr John Ward join the board of Jackson Black Associates.

Mr A. D. Yapp has been made managing director of Denmo Miller.

Mr T. R. Clarkson becomes managing director of Haymills Moulds.

Mr Edward Jones, until recently managing director of Steadley Minerals Group, has been made director of general manager of Tarmac Minerals.

Mr John Swarbrick joins the board of Tulse Hotels.

Mr J. H. Icke has become a director of West Foundations (Export Sales).

Mr P. W. McGrath has become a director of York Trailer.

Mr John Wetherpoon has been made vice-chairman and joins the board of Deacons (Holdings).

## Unilever N.V.

Rotterdam, The Netherlands

### ANNUAL GENERAL MEETING OF SHAREHOLDERS

On Wednesday, May 11, 1977, at 10.30 a.m. at the Company's office at Burgemeester 't Jacobplein 1, Rotterdam

#### AGENDA

1. Annual Report for 1976.
2. Approval and adoption of the Balance Sheet and the Profit and Loss Account for 1976 and adoption of the proposed Profit Appropriation for 1976.
3. Appointment of the Board of Directors.
4. Appointment of Auditors.
5. Questions.

This agenda, the Annual Report for 1976 including the Balance Sheet, the Profit and Loss Account, the proposed Profit Appropriation and the nominations relating to Items 3 and 4 of the agenda are available for inspection by shareholders and holders of certificates issued by N. V. Unilever N.V. in Rotterdam, and at the offices of the Banks mentioned below, where copies may be obtained free of charge.

(A) Holders of bearer shares or sub-shares wishing to attend the meeting either in person or by proxy appointed in writing must deposit their share certificates and sub-share certificates by Wednesday, May 4, 1977, at the Company's office or at the offices of the Amsterdam, Rotterdam Bank N.V. in Amsterdam, Rotterdam or The Hague, of the Kredietbank in Antwerp, the Generale Bankmaatschappij or Bank Brussel Lambert in Brussels, of Midland Bank Limited in London, or any of its branches, of Banque Rothschild in Paris, of the Dresdner Bank A.G. or the Deutsche Bank A.G. in Hamburg, Düsseldorf, Frankfurt-am-Main, or Munich, or the Bank für Handel und Industrie A.G. or the Berliner Disconto Bank A.G. in Berlin, of the Creditanstalt-Bankverein, the Oesterreichische Länderbank Aktiengesellschaft or Schoeller & Co. in Vienna or any of their branches, of the Schweizerische Kreditanstalt (Swiss Credit Bank) in Zurich, of the Bank of Commerce and Finance of Morgan Guaranty Trust Company of New York in New York City. Upon production of the receipt then issued to them such holders will be admitted to the meeting.

(B) Holders of registered shares, certificates for which are countersigned by Morgan Guaranty Trust Company of New York, New York, wishing to attend the meeting either in person or by proxy appointed in writing must notify the Company of their intention by letter, stating the numbers of the share certificates or of the booklets for the shares, which must reach Unilever N.V. Adeling Effecten en Coupons, Rotterdam, by Wednesday, May 4, 1977.

(C) Holders of registered shares for which certificates have been issued in another form and holders of booked shares wishing to attend the meeting either in person or by proxy appointed in writing must notify the Company of their intention by letter, stating the numbers of the share certificates or of the booklets for the shares, which must reach Unilever N.V. Adeling Effecten en Coupons, Rotterdam, by Wednesday, May 4, 1977.

(D) Holders of certificates for shares in Unilever N.V. issued by N.V. Nederlandsche Administratie—en Trustkantoor of Amsterdam ("Nedamtrust certificates") wishing to attend the meeting without taking part in the voting must deposit such certificates by Wednesday, May 4, 1977, at any of the offices mentioned in (A) above. Upon production of the receipt then issued to them, such certificate holders will be admitted to the meeting.

(E) If holders of the certificates mentioned in (D) above wish to exercise voting rights at the meeting either in person or by proxy appointed in writing, N.V. Nederlandsche Administratie—en Trustkantoor will exchange such certificates free of charge for original shares, which it will hold in the names of such holders at its own office (such office being the designated place of deposit in the event) and exchange the same again after the meeting free of charge for Nedamtrust certificates to be issued to such holders in accordance with the conditions of administration. For such purposes holders must by Tuesday, May 3, 1977, surrender their certificates for Fl. 20 or a multiple thereof (but, in the case of certificates for 7 1/2 cumulative preference shares, representing a total nominal amount of Fl. 1,000 or a multiple thereof) to N.V. Nederlandsche Administratie—en Trustkantoor, Keizersgracht 558, Amsterdam, and surrender their sub-share certificates for Fl. 12 nominal amount or multiples thereof, representing a total nominal amount of at least Fl. 60 per class (but, in the case of sub-share certificates for 7 1/2 cumulative preference shares, representing a total nominal amount of Fl. 1,000 or a multiple thereof) to Midland Bank Limited, House of Peppes Street, London EC3N 4DA or any of its branches.

The certificates so surrendered must be accompanied by a request in writing as described in the conditions of administration, forms for this purpose being obtainable free of charge from N.V. Nederlandsche Administratie—en Trustkantoor, Amsterdam, and Midland Bank Limited, London. Upon production of the receipts issued by N.V. Nederlandsche Administratie—en Trustkantoor and Midland Bank Limited, respectively, the holders will be admitted to the meeting.

The receipt issued by Midland Bank Limited for sub-share certificates so surrendered incorporates a two-way proxy form.

Rotterdam, April 20, 1977.

THE BOARD OF DIRECTORS

# JARDINES: 1976 EARNINGS INCREASE.

● 1976 after tax earnings of HK\$301.5 million compared with HK\$265.3 million in 1975, an increase of 13.6%. Earnings per stock unit rose to HK\$1.47 from HK\$1.40 as adjusted, an increase of 5.0%.

● A final dividend of HK\$0.45 per stock unit is recommended, making a total of HK\$0.63 for the year—a 10% increase over the adjusted 1975 figure of HK\$0.57. Dividend in scrip form with cash alternative.

● Hong Kong, the head office and main operating base, again contributed 49% of net earnings.

● Increased profits throughout the group came from traditional trading service and property activities, strengthened by the acquisition of new companies and of minority shareholdings in subsidiaries.

● Middle East interests—mainly in Saudi Arabia—of our associated company, Transporting and Trading Company Inc., showed results ahead of expectations. First dividend will be received in 1977.

● Substantial capital investment of HK\$654 million made during the year but liquidity position remains strong.

● 1977 is expected to show continued growth in earnings and dividends from a well balanced geographical and functional spread of business.

D.K. Newbigging, Chairman  
19 April 1977

	1975 HK\$	1976 HK\$	1976 £
Earnings after tax	265.3m	301.5m	37.94m
Earnings per stock unit	1.40	1.47	0.185
Dividends per stock unit	0.57	0.63	0.079
Stockholders' funds	1,993m	2,088m	262.77m

Currency converted from HK\$ at middle market closing rates on 31st December, 1976.

## JARDINES



## Wall Street

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# BELL'S

## SCOTCH WHISKY

Where we go

5 Forward bargains are permitted on two previous days

هو كتاب من الاصل











# FRANKFURT

The rapidly expanding International Department of a very large German construction company requires a young English secretary to work as a member of a team, providing secretarial assistance to one section of this Department.

Due to the very varied workload of this section, it is important that candidates should be prepared to work closely with other members of the group and to lend assistance to colleagues in other groups when the need arises.

Much of the work involved will be in English but a thorough working knowledge of German is essential.

Applications, including detailed curriculum vitae, should be sent to:

Philipp Holzmann AG, Personalabteilung, Postfach 119089, 6800 Frankfurt 2, Germany.

# PHILIPP HOLZMANN

Aktiengesellschaft

# Typist/Research Assistant

c. £3,400

South Audley Street

General Motors need a mature person to work closely within a small permanent group concerned with current European issues—social, economic and political.

The job involves copy typing, maintaining a small library and assisting the Manager—Public Affairs in preparing reports and newsletters.

Essential qualifications are fast accurate typing, ability to organise work, and a spirit of cooperation. Some shorthand would be an advantage.

Location is a modern suite of offices in London, W1, and hours are 9 am to 5.30 pm, Monday to Friday. Please write with details of recent experience and day telephone number to:

Alan Norris, General Motors Ltd., Stag Lane, Kingsbury, London, N.W.9.

# BP Chemicals

TELEVISION YOUNG SECRETARY

£3,000

Leading TV network needs a confident, energetic young woman for one of their Directors. Lots of dealing with interesting people, admin. and typing duties. Great scope for advancement to higher planes. Age 18+; can Call Kim Collins 637 9922

PRIME APPOINTMENTS

EDUCATION

Attended conferences in U.K. and abroad. Planning flights and hotel bookings. Handling correspondence and articles and assist with training. Excellent opportunity for advancement. Age 18+; can Call Kim Collins 637 9922

PRIME APPOINTMENTS

ADMINISTRATIVE SECRETARY/P.A.

£3,600-£4,400 negotiable. Males and females. Must be confident, energetic, and have a good command of English. Good typing and administrative skills. Age 18+; can Call Kim Collins 637 9922

PRIME APPOINTMENTS

SENIOR SECRETARY

required by Financial Controller of P & O. Must have mature outlook and liking for figure work. Salary range £3,000-4,000 per annum. Age 25-35. Can Call Kim Collins 637 9922

PRIME APPOINTMENTS

TOUR OPERATOR

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PRIME APPOINTMENTS

# CREATIVE SECRETARY

Shorthand, dictation, but not essential, working with a creative team. No advertising experience necessary. £2,700 p.a.

1st Agency: 165 Kensington High St., London, W.8. Tel: 01-873 4330.

WHEN YOU WANT THE EARTH!

It's a good feeling to know that a woman who is creative, energetic, and has a flair for the dramatic is working for you. Could be your next! Permanent & temporary. JOYCE GUINNESS BUREAU, 21 BROMPTON ARCADE, LONDON, W.6. Tel: 01-873 4330.

PERSONNEL SECRETARY

The Administration Manager of a modern, air-conditioned office in central London requires a confident, energetic young woman for one of their Directors. Lots of dealing with interesting people, admin. and typing duties. Great scope for advancement to higher planes. Age 18+; can Call Kim Collins 637 9922

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PRIME APPOINTMENTS

# SITUATIONS WANTED

Versatile bilingual (French/English) 24-year-old

Speakers (Males) Immigrants seeking work in various fields. No advertising experience necessary. £2,700 p.a.

1st Agency: 165 Kensington High St., London, W.8. Tel: 01-873 4330.

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# RENTALS

CLOSE TO HARRODS

Superior office/residential accommodation available. Fully equipped to a luxury standard including 2 large reception rooms, spacious entrance hall, 3 bedrooms, 2 bathrooms, modern kitchen, laundry, and a large garden. Tel: 01-402 22715

Kenwood THE LETTING PEOPLE

01-402 22715

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